



Child Protection Declaration of Understanding and Commitment

Code of Conduct:

Always

- Report any abuse, whether observed or suspected, using the reporting procedure outlined in the W4C Child Protection Policy.
- Remove yourself from situations where you find yourself alone with a child, e.g. move to a space with other children and adults
- Ask children for their consent (in a language they understand) prior to taking any close-up photographs of individual children. Coaches and other W4C staff should also give permission for photos to be taken.
- Ensure that all communication with and about children is decent and respectful, rather than patronising or victimising – and always ensure confidentiality
- Contact the W4C Child Protection Officer (CPO) for any support or guidance whilst engaging with or writing about children you come into contact with at W4C
- Commit to upholding children's rights and keeping children safe at all times
- Abide by the "Child Protection declaration of understanding and commitment"
- Lead as an example and strive to be a role model to the children and youth participants
- Create an environment of safety and security for the children at the beach (and on the way to programme and back again)
- Have a minimum of 1 coach for every 10 children (and lifesavers and shark spotters if available)
- Have a 1st Aid Kit and staff qualified to administer basic first aid

Never

- Ignore or contravene any part of the Child Protection Policy
- Fail to act if you see another representative (staff member, volunteer, intern, board member) breaking the policy
- Knowingly participate in illegal behaviour according to national, sub-national, local or cultural laws
- Use offensive or derogatory language or swear in front of a child
- Contact or reply to a child via telephone, letter, email, or social media (including instant messaging) without seeking guidance from the W4C Child Protection Officer first. This includes relationships or contact at work or beyond.
- Use or be under the influence of alcohol or drugs in front of a child and/or in working hours. Smoking cigarettes in front of the children is also not permitted
- Discriminate against a child on the basis of race, culture, age, gender, disability, religion, sexuality, or political persuasion; or discriminate against an adult while in the presence of a child
- Act in any way that intends to embarrass, shame, upset, humiliate or degrade a child for any purpose
- Change in front of the children, and always dress in a modest and professional manner (change before children arrive and after they leave)
- Hit a child, or display or form of physical violence or punishment
- Behave in a way that could cause relationship damage to the organisation or put its ethos into question – never forget that I am a role model and mentor to participants from my community and that I need to conduct myself responsibly when in public (using alcohol excessively and acting irresponsibly while wearing branded clothing)
- Transport children without a seatbelt, never without a valid drivers licence and never drive negligently (vehicle licence, drivers licence, PDP, not overloaded and never an unknown driver)

I agree to comply with W4C's Child Protection Policy and Behavioural Code of Conduct.

I understand that a breach of this Policy or Code of Conduct may provide grounds for my association with the organisation to be terminated. I also understand that a breach of the Policy could result in criminal prosecution or internal investigation.

I understand that it is my responsibility, as a person associated with W4C, to use common sense and avoid actions or behaviours that are abusive/harmful or exploitative of children or could be construed/interpreted as such.

Name of Staff / Representative / Visitor / Volunteer: _____

Role/Title: _____

Signed: _____

Date: _____