



Redlands Swim Club Inc
IA04405
222 Russell Street, Cleveland QLD 4163

Redlands Swim Club Code of Conduct

March 2026

1. Objectives

1.1 The objectives of this Code of Conduct are to:

- a) Enable **Redlands Swim Club** to comply with all relevant legislation and safeguarding obligations relating to child safety.
- b) Outline the Club's commitment to **child safety**, including the physical, cultural, emotional, and psychological safety of children and young people.
- c) Establish clear and appropriate **standards of behaviour** for swimmers, coaches, parents, volunteers, officials, and committee members.
- d) Prevent and manage **child abuse risks** and guide responses to incidents or concerns relating to harm.
- e) Empower children and young people by fostering an environment of **trust, inclusion, respect, and cultural safety**, enabling them to ask questions, raise concerns, and speak up if they feel unsafe.
- f) Provide clear processes for responding to **child safety concerns, incidents, or reports of harm** in a timely and appropriate manner.

2. Legislative Framework

Redlands Swim Club is committed to operating in accordance with all relevant Queensland child safety legislation, national sporting integrity frameworks, and governing body requirements.

This Code of Conduct aligns with, and is informed by, the following legislation and standards:

- **Queensland Child Safe Standards**, mandated under the **Child Safe Organisations Act 2024 (Qld)** - <https://www.legislation.qld.gov.au>
- **Child Protection Act 2024 (Qld)** – 10 Child Safe Standards - <https://www.legislation.qld.gov.au/view/whole/html/asmade/act-2024-049>
- **Working with Children (Risk Management and Screening) Act 2000 (Qld)**, which governs the **Blue Card** system -

<https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card/applications/apply>

- Applicable Queensland Government child protection and safeguarding requirements
- **National Integrity Framework** - <https://www.sportintegrity.gov.au/what-we-do/national-integrity-framework>
- **Sport Integrity Australia** - <https://www.sportintegrity.gov.au>

In addition to legislative requirements, this Code of Conduct is based on, and must be read in conjunction with, the rules, regulations, and policies established by:

- Brisbane Swimming
- Swimming Queensland
- Swimming Australia

All members, coaches, volunteers, officials, and parents of Redlands Swim Club are required to comply with the policies, procedures, and integrity frameworks issued by these governing bodies.

Relevant policies and supporting documentation include (but are not limited to):

- Swimming Queensland Policies and Procedures
- Swimming Australia Integrity Policies and Rules
- Anti-Doping Policies
- Codes of Conduct
- Other Integrity and Governance Policies

These documents are publicly available and must be read in conjunction with this Code of Conduct via the following official sources:

- **Swimming Queensland Policies and Procedures:**
<https://qld.swimming.org.au/policies-procedures>
- **Swimming Australia Integrity Policies and Rules:**
<https://www.swimming.org.au/integrity-policies-rules>
- **Swimming Australia Anti-Doping Policies:**
<https://www.swimming.org.au/integrity-policies-rules/anti-doping>
- **Swimming Australia Codes of Conduct:**
<https://www.swimming.org.au/integrity-policies-rules/codes-conduct>
- **Swimming Australia Other Policies:**
<https://www.swimming.org.au/integrity-policies-rules/other-policies>

Redlands Swim Club requires all applicable personnel to:

- Hold and maintain a **valid Blue Card**, where required by law
- Comply with all relevant child safety, safeguarding, and integrity requirements
- Participate in required education and compliance processes

Failure to comply with applicable legislation or governing body policies may result in disciplinary action in accordance with Club procedures and governing body requirements.

3. Scope and Application

This Code of Conduct applies to all individuals associated with Redlands Swim Club, including:

- Swimmers
- Coaches
- Assistant Coaches
- Volunteers
- Committee Members
- Officials
- Parents and Guardians
- Contractors
- Visitors involved in Club activities

All individuals are required to comply with this Code while participating in or attending:

- Training sessions
 - Competitions
 - Club events
 - Travel associated with Club activities
 - Any activity representing Redlands Swim Club
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4. Child Safety Commitment

Redlands Swim Club is committed to providing a **safe, inclusive, and supportive environment** for all children and young people.

The Club recognises that:

- Every child has the right to feel safe and protected from harm
- Child safety is a **shared responsibility**
- Children should be listened to and respected
- Cultural safety, including for **Aboriginal and Torres Strait Islander children**, is essential
- Diversity and inclusion must be actively supported

The Club maintains **zero tolerance** for child abuse, harm, neglect, bullying, harassment, or discrimination.

5. Expected Standards of Behaviour

All members of Redlands Swim Club must:

5.1 Respect and Safety

- Treat all children and young people with dignity, respect, and fairness

- Promote a safe and supportive environment
- Act in ways that prioritise the wellbeing and safety of children
- Listen to children and take their concerns seriously
- Respect cultural, gender, and individual differences

5.2 Professional and Appropriate Conduct

All adults interacting with children must:

- Maintain appropriate professional boundaries
- Use positive and respectful language
- Provide clear and age-appropriate instructions
- Ensure activities are conducted safely
- Avoid favouritism or exclusion

5.3 Communication

Members must:

- Communicate respectfully with swimmers, parents, and officials
 - Use appropriate channels for communication
 - Ensure electronic communication with children is transparent and appropriate
 - Include parents/guardians in communications with minors where required
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6. Prohibited Behaviours

The following behaviours are strictly prohibited:

- Any form of **child abuse**, including physical, emotional, sexual abuse, or neglect
- Grooming or inappropriate relationships with children
- Bullying, harassment, intimidation, or humiliation
- Discrimination based on race, gender, ability, religion, or background
- Inappropriate physical contact
- Being alone with a child in isolated situations where visibility is limited
- Use of abusive, threatening, or inappropriate language
- Sharing inappropriate images or messages
- Ignoring or failing to report suspected harm
- Consumption of alcohol or drugs while supervising children

Any breach of these prohibitions will be taken seriously.

7. Responsibilities

7.1 Coaches and Officials

Coaches and officials must:

- Hold and maintain a valid **Blue Card** where required
 - Follow all child safety procedures
 - Provide safe supervision at all times
 - Model respectful behaviour
 - Report concerns immediately
 - Participate in required child safety training
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7.2 Parents and Guardians

Parents and guardians are expected to:

- Encourage respectful behaviour
 - Support Club policies and procedures
 - Communicate concerns appropriately
 - Respect coaches, officials, and volunteers
 - Ensure swimmers understand expected behaviours
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7.3 Swimmers

Swimmers are expected to:

- Show respect to teammates, coaches, officials, and volunteers
 - Follow safety instructions
 - Treat others fairly and inclusively
 - Report unsafe behaviour or concerns
 - Represent the Club positively
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8. Blue Card Requirements

Redlands Swim Club complies fully with the:

Working with Children (Risk Management and Screening) Act 2000 (Qld)

This includes:

- Ensuring all required personnel hold a **current Blue Card**
- Maintaining accurate Blue Card records
- Preventing individuals without valid clearance from working with children
- Following all screening and reporting obligations

Failure to maintain required clearance will result in removal from child-related duties.

9. Reporting Child Safety Concerns

All members must report:

- Suspected abuse
- Unsafe behaviour
- Policy breaches
- Any concern regarding the safety of a child

Reports may be made to:

- Club Child Safety Officer
- Club President
- Head Coach
- Relevant authorities where required

All concerns will be taken seriously and managed confidentially where possible.

The Club will respond promptly in accordance with legislative requirements.

10. Responding to Incidents

When a concern is raised:

- The safety of the child will be the **highest priority**
 - Immediate action will be taken where necessary
 - Reports will be documented
 - Mandatory reporting requirements will be followed
 - External authorities will be notified where required
 - Support will be provided to affected individuals
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11. Breaches of the Code

Failure to comply with this Code may result in:

- Verbal warning
- Written warning
- Suspension from Club activities
- Removal from roles or responsibilities
- Termination of membership
- Referral to relevant authorities

Serious breaches will be reported to appropriate external agencies.

12. Education and Training

Redlands Swim Club will:

- Provide access to child safety education (if required)
 - Support ongoing awareness training
 - Promote a culture of continuous improvement
 - Ensure leaders understand their safeguarding responsibilities
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13. Review and Continuous Improvement

This Code of Conduct will be:

- Reviewed annually
 - Updated to reflect legislative changes
 - Communicated to all members
 - Made available to families and stakeholders
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14. Acknowledgement

All members, volunteers, coaches, and officials of Redlands Swim Club must:

- Read this Code of Conduct
- Understand their responsibilities
- Agree to comply with all requirements
- Sign acknowledgement where required