



Avondale Heights Football Club (AHFC)

Safeguarding Children & Young People – Code of Conduct (2026)

1. Purpose

This Code of Conduct outlines the expected behaviours and responsibilities of all people involved in Avondale Heights Football Club (AHFC) when interacting with children and young people.

It supports AHFC's Safeguarding Children & Young People Policy and aligns with the AFL National Community Football Policy Handbook (Nov 2025) and Victorian Child Safe Standards.

2. Who This Applies To

This Code applies to all AHFC representatives, including:

- Committee members
- Coaches and assistant coaches
- Team managers
- Volunteers
- Contractors
- Umpires (when acting in club capacity)
- Any person engaged by or representing AHFC

(collectively referred to as AHFC Personnel)

3. Zero Tolerance Statement

AHFC has zero tolerance for child abuse, harm, grooming, or any inappropriate behaviour towards children and young people.

All concerns must be reported immediately in line with the AHFC Complaints & Reporting Procedure.

Failure to comply with this Code may result in:



- Removal from duties
 - Suspension or termination
 - Referral to AFL, league bodies, or authorities
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4. Expected Behaviour (You MUST)

All AHFC Personnel must:

4.1 Respect & Inclusion

- Treat all children and young people with respect, dignity and fairness
 - Promote cultural safety for:
 - Aboriginal and Torres Strait Islander children
 - Culturally and linguistically diverse children
 - Children with disability
 - LGBTQIA+ children and young people
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4.2 Supervision & Safe Environments

- Ensure children are adequately supervised at all times
 - Avoid being alone with a child where possible (use “two adult” principle)
 - Maintain appropriate physical and emotional boundaries
 - Respect privacy in change rooms, bathrooms and medical situations
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4.3 Appropriate Interaction

- Use positive, age-appropriate communication
 - Apply fair, non-harmful discipline strategies
 - Keep all interactions professional and related to football activities
 - Act as a positive role model
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4.4 Communication

- Communicate with children in a transparent and accountable way
 - Where possible:
 - Include parents/carers in communications
 - Use club-approved platforms or group messaging
 - Avoid private 1:1 messaging with children
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4.5 Photography & Social Media

- Obtain parent/carer consent before capturing images/video
 - Ensure children are:
 - Appropriately dressed
 - In appropriate settings
 - Only use images for club-related purposes
 - Follow AHFC WhatsApp Code of Conduct
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4.6 Transport & Travel

- Do not transport a child alone unless:
 - Parent/carer consent is provided
 - Another adult is present where possible
 - Maintain transparency with parents/carers at all times
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4.7 Risk Management

- Follow all risk assessments and safety procedures
 - Raise concerns about unsafe environments or practices
 - Prioritise child safety over performance or outcomes
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4.8 Reporting Obligations

- Immediately report:
 - Any concern for a child's safety
 - Any disclosure or suspicion of harm
 - Any breach of this Code
 - Follow the AHFC Incident Reporting Procedure
 - **If a child is in danger → CALL 000**
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4.9 Personal Accountability

- Maintain a valid Working with Children Check (WWCC)
 - Immediately disclose any:
 - Criminal charges
 - Convictions
 - Matters affecting suitability to work with children
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5. Prohibited Behaviour (You MUST NOT)

AHFC Personnel must never:

5.1 Abuse & Harm

- Engage in any form of child abuse or grooming
 - Engage in sexual behaviour with or in the presence of a child
 - Develop inappropriate or overly familiar relationships
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5.2 Physical Boundaries

- Initiate unnecessary physical contact
 - Provide personal care a child can do themselves
 - Use physical punishment or degrading discipline
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5.3 Language & Behaviour

- Use:
 - Abusive
 - Harassing
 - Discriminatory
 - Sexually inappropriate
 - Humiliating language or behaviour
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5.4 Substances

- Consume or be under the influence of:
 - Alcohol
 - Illicit drugs
 - Tobacco or vaping
while supervising or working with children
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5.5 Gifts & Favouritism

- Give gifts to children without:
 - Club approval
 - Parent/carer consent
- Show favouritism or create exclusive relationships



5.6 Contact Outside Club Activities

- **Do not:**
 - Arrange private meetings
 - Engage in ongoing personal contact
 - Build relationships outside football context

5.7 Digital Misconduct

- **Do not:**
 - Send private or secretive messages
 - Share inappropriate content
 - Use devices to exploit or harass
 - Access or distribute child exploitation material

6. Breaches of This Code

Breaches will be taken seriously and may result in:

- Immediate removal from role
- Internal investigation
- Notification to AFL / league
- Referral to Police or Child Protection

7. Key Principle

👉 If something feels wrong. Report it.