



SEISA Code of Conduct

Purpose

The South Eastern Independent Schools Association (SEISA) is a child safe organisation that aligns its practices with the 11 Child Safe Standards. The SEISA Code of Conduct sets out the expected behaviour of adults with children and young people in our association.

All SEISA staff, volunteers, contractors, service providers, and any other adult involved in child-connected work must follow the SEISA Code of Conduct.

The SEISA Code of Conduct applies to all physical and online environments used by students. It also applies during or outside of school hours and in other locations provided by the school for student use (for example, a SEISA camp).

Acceptable behaviours

As SEISA staff, volunteers, contractors, and any other member of our school community involved in child-connected work, we are responsible for supporting and promoting the safety of children by:

- upholding our SEISA commitment to child safety at all times and adhering to our Child Safe Policy.
- treating students and families in our community with respect in our member school environments and outside our member school environments as part of normal social and community activities.
- listening and responding to the views and concerns of students, particularly if they disclose that they or another child or student has been abused or are worried about their safety or the safety of another child or student.
- promoting the cultural safety, participation and empowerment of Aboriginal students, students with culturally and/or linguistically diverse backgrounds, students with a disability, international students, students who are unable to live at home and lesbian, gay, bisexual, transgender, and intersex (LGBTQIA+) students.
- ensuring, as far as practicable, that adults are not alone with a student – one-to-one interactions between an adult and a student are to be in an open space or in line of sight of another adult.
- reporting any allegations of child abuse or other child safety concerns to the designated Child Safety Officer.
- understanding and complying with all reporting and disclosure obligations (including mandatory reporting) in line with our child safety responding and reporting policy and procedures.
- if child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm.

Unacceptable behaviours

Unacceptable behaviours are behaviours that cause or have the potential to cause harm to students in our care. As SEISA staff, volunteers, contractors, and members of our school community involved in child-connected work we must not:

- ignore or disregard any concerns, suspicions or disclosures of child abuse or harm.
- develop a relationship with any student that could be seen as favouritism or amount to 'grooming' behaviour (for example, by offering gifts).
- display behaviours or engage with students in ways that are not justified by the educational or professional context.
- ignore an adult's overly familiar or inappropriate behaviour towards a student.
- discuss intimate topics or use sexualised language, except when needed to deliver the school



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curriculum or professional guidance.

- treat a child or student unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality, or ethnicity.
- communicate directly with a student through personal or private contact channels (including by social media, email, instant messaging, texting etc.) except where that communication is reasonable in all the circumstances, related to schoolwork or extra-curricular activities or where there is a safety concern or other urgent matter.
- photograph or video a child or student in a school environment except in accordance with the social media and photography policy or where required for duty of care purposes.
- consume alcohol against school policy or take illicit drugs in the school environment or at SEISA events where students are present.
- have contact with any student outside of school hours except when needed to deliver the school curriculum or professional guidance and parental permission has been sought.

Breaches to the SEISA Code of Conduct

All SEISA staff, volunteers, contractors, and any other member of the school community involved in child-connected work who breach the SEISA Code of Conduct may be subject to disciplinary procedures in accordance with their employment agreement or relevant industrial instrument, professional code, or terms of engagement of their member school.

In instances where a reportable allegation has been made, the matter will be managed in accordance with the Department of Education and Training Reportable Conduct Scheme Policy and may be subject to referral to Victoria Police or Commission for Child Youth Protection (CCYP).

All breaches and suspected breaches of the SEISA Code of Conduct must be reported to the SEISA Chair.

If the breach or suspected breach relates to the SEISA Chair, breaches or suspected breaches must be reported to the SEISA Deputy Chair.

The SEISA Chair and Deputy Chair can be found in on the SEISA Website: About SEISA – SEISA

BEHAVIOURAL STANDARDS – OFFICIAL CODES OF BEHAVIOUR/CONDUCT

Behavioural standards are very important in the structure and functioning of the South Eastern Independent Schools Association. A set of **Official Codes of Behaviour** for Administrators, Players, Teachers, Officials, Coaches and Parents will be the set of rules under which all SEISA competitions will be played. In addition to these Codes of Behaviour, some specific behavioural standards are listed within the regulations of each sport.

Ultimately, we want SEISA to be a highly competitive, positive sporting experience.

Players are responsible for conforming to the spirit as well as the letter of the rules. Most of us can clearly distinguish between fair play and gamesmanship or taking advantage of loopholes in the rules. The following comments are intended to assist other key stakeholders to avoid thoughtless and unintentional breaches of sportsmanship.

Team Captains. The home Captain should extend normal courtesies of a host of visiting teams.

Spectators:

1. Whatever interferes with the orderly conduct of an event, or the comfort and freedom of others to watch and enjoy the event is not acceptable.
2. Spectators are encouraged to applaud good play by both sides.
3. There should be no streamers, either in rolls or bunches, banners, bugles, car

- horns or other noisy instruments.
4. There should be no cheerleaders or other exhibitions.
5. Areas used by spectators should be left litter free.

Coaches are always expected to set an example to others and ensure that the spirit of the game and essence of the regulations are upheld.

Host Schools

Wherever competitions are conducted at school venues, it is recommended that the host School provides a staff to monitor and deal with spectator conduct.

Pre and Post Game

- Host schools are also expected to “Meet & Greet” visiting schools and escort them to Change rooms, competition venues etc.
- Both team coaches, players and officials should meet prior to the game to discuss expectations and any SEISA specific rules.
- A polite acknowledgement of both teams and officials should take post-game. For students, this should include shaking hands and 3 cheers. For officials, only 3 cheers is required.
- Both teams should verify and sign the scoresheet & record results.

CODE OF BEHAVIOUR | PLAYERS

- Play by the rules.
- Never argue with an official. If you disagree, have your captain, coach or manager approach the official during a break or after the competition.
- Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting, or provoking an opponent are not acceptable or permitted behaviours in any SEISA sport.
- Work equally hard for yourself and/or your team. Your team’s performance will benefit, so will you.
- Be a good sport. Applaud all good plays whether they are made by your team or the opposition.
- Treat all participants in your sport, as you like to be treated. Do not bully or take unfair advantage of another competitor.
- Cooperate with your coach, team-mates, and opponents. Without them there would no competition.
- Participate for your own enjoyment and benefit, not just to please parents and coaches.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background, and religion.

CODE OF BEHAVIOUR | PARENTS

- Remember that children participate in sport for their enjoyment, not yours.
- Encourage children to participate, do not force them.
- Focus on the child’s efforts and performance rather than winning and losing.
- Encourage children always to play according to the rules and to settle disagreements without resorting to hostility or violence.
- Never ridicule or yell at a child for a mistake or losing a competition.
- Remember that children learn best by example. Appreciate good performances and skilful plays by all.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Respect officials’ decisions and teach children to do likewise.
- Show appreciation for volunteer coaches, officials, and administrators.

- Without them, your child could not participate.
- Respect the rights, dignity and worth of every young person regardless of their agenda, ability, cultural background, or religion.
- Parents should remember to bring their Working With Children Card and sign in at school receptions of any schools that they visit.

CODE OF BEHAVIOUR | **COACHES**

- Introduce yourself to opposition coach & officials.
- Remember that young people participate for pleasure and winning is only part of the fun.
- Never ridicule or yell at a young player for making a mistake or not coming first.
- Be reasonable in your demands on player's time, energy, and enthusiasm.
- Operate within the rules and spirit of your sport and teach your players to do the same.
- Ensure that the time players spend with you is a positive experience. All young people are deserving of equal attention and opportunities.
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of all players.
- Display control, respect, and professionalism to all involved with the sport, including opponent's coaches, officials, administrators, the media, parents, and spectators. Encourage players to do the same.
- Show concern and caution toward the sick and injured players. Follow the advice of a physician when determining whether an injured player is ready to recommence training or competition.
- Obtain appropriate qualifications and keep up to date with the latest coaching practices and the principals of growth and development of young people.
- Any physical contact with a young person should be appropriate to the situation and necessary for the player's skill development.
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background, or religion.

CODE OF BEHAVIOUR | **TEACHERS**

- Encourage young people to develop basic skill in a variety of sports and discourage overspecialisation in one event, sport or playing positions.
- Create opportunities to teach appropriate sports behaviour as well as basic skills.
- Prepare young people for intra and inter school competition by teaching them basic sport skills.
- Make young people aware of the positive benefits of participation in sporting activities.
- Keep up to date with coaching practices and the principals of physical growth and development.
- Help young people understand that playing by the rules is their responsibility.
- Give all young people opportunities to participate in administration, coaching, refereeing, and playing.
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background, or religion.

CODE OF BEHAVIOUR | OFFICIALS

- Officials should remember to bring their Working With Children Card and sign in at school receptions of any schools that they visit. Officials may be required to complete additional Child Safety declarations before officiating games.
- Should familiarise themselves with SEISA specific rules.
- Should introduce themselves to both coaches & co-officials.
- Compliment and encourage all participants.
- Be consistent, objective, and courteous when making decisions.
- Condemn unsporting behaviour and promote respect for all opponents.
- Emphasise the spirit of the game rather than the errors.
- Be a good sport yourself. Actions speak louder than words.
- Keep up to date with the latest trends in officiating and the principles of growth and development of young people.
- Remember, you set an example. Your behaviour and comments should be positive and supportive.
- Place the safety and welfare of the participants above all else.
- Give all young people a 'fair go' regardless of their gender, ability, cultural background, or religion.