



Brisbane Lions Football Club

Safeguarding Children and Young People Code of Conduct

This *Safeguarding Children and Young People Code of Conduct* (**Code of Conduct**) sets out a summary of the behaviours required of Club People towards and in the presence of Children and Young People.

The *Brisbane Lions Football Club Safeguarding Children and Young People Policy* (**Policy**) sets out such requirements in further detail and should be referred to in the first instance if any Club Person has any queries about this Code of Conduct.

The Brisbane Lions Football Club (**Club**) is committed to maintaining a culture that prioritises the safety, wellbeing and empowerment of Children and Young People. All Club People share responsibility for protecting Children and Young People from harm and for creating environments where they feel safe, respected and able to raise concerns.

The definitions set out in the Policy apply to this Code of Conduct. For ease of reference:

Children and Young People means a person under the age of eighteen years. Child or Young Person shall mean a single person falling within the definition of Children and Young People.

Club People or Person(s) means the following persons associated with the Club:

- all employees;
- all permanent, casual and fixed-term appointments of the Club (including at LIONS@springwood); and
- all directly engaged volunteers and contractors / consultants who are engaged to provide services to the Club that involves an interaction with Children or Young People.

This Code of Conduct applies to all Club People. Club People are required to abide by the behaviour standards set out in this Code of Conduct and report any behaviours that do not comply with it in accordance with the *Brisbane Lions Football Club Safeguarding Children and Young People Complaints and Reporting Procedure* (**Complaints and Reporting Procedure**).

Failure to comply with the Code of Conduct will be considered a breach of the Policy and may result in investigation, disciplinary action including restriction or suspension of duties or summary termination of employment. Failure to comply with the Code of Conduct may also be considered when determining employee bonus payments, volunteer payments or honorariums.

All Club People **must** in the course of their employment or engagement by the Club:

- treat all Children and Young People with respect and promote the cultural safety of Aboriginal and Torres Strait Islander Children and Young People, Children and Young People from culturally and/or linguistically diverse backgrounds, Children and Young People with a disability and Children and Young People who identify as LGBTI+, transgender and / or non-binary;
- ensure that all Children and Young People are appropriately supervised while participating in a Club program, activity or service while respecting the privacy of Children and Young People;

- wherever possible ensure that another adult is present when working near or with Children and Young People;
- use disciplinary strategies that are fair, respectful and appropriate to the developmental stage of the Children or Young People involved;
- limit all interactions with Children and Young People to the confines of official duties;
- ensure that all email, text messages, whatsapp messages and other forms of communication sent to a Child or Young Person are copied to their parent / carer (unless in an emergency situation or where the safety of the Child or Young Person is at risk);
- ensure that approval has been obtained from a Child or Young Person's parent / carer prior to any photograph, livestream or film being taken of a Child or Young Person or shared publicly for Club purposes (for example marketing purposes);
- ensure that any photograph, livestream or film taken of a Child or Young Person is taken in circumstances that are directly relevant to the Child's or Young Person's participation in a Club program, activity or service and the Child or Young Person is appropriately dressed and posed;
- complete a documented risk assessment for any Club program that involves Children or Young People prior to carrying out that Club program, activity or service;
- immediately disclose any charges or convictions affecting their suitability to engage with Children and Young People to the Club People and Culture Department;
- immediately report any concern, suspicion, disclosure or allegation relating to the safety or wellbeing of a Child or Young Person, or a suspected breach of the Policy or this Code of Conduct, in accordance with the Complaints and Reporting Procedure;
- wear Club uniform so that they are easily identifiable by Children and Person(s);
- actively encourage Children and Young People to speak up if they feel unsafe or uncomfortable and ensure they know who they can talk to if they have concerns;
- support Children and Young People who raise concerns and respond in a calm, respectful and supportive manner;
- use only approved Club communication channels when communicating with Children and Young People and ensure communication remains professional, transparent and related to Club activities; and
- support a culture where people can raise child safety concerns without fear of victimisation or retaliation.

All Club People **must not** in the course of their employment or engagement by the Club:

- engage in any form of sexual behaviour with or in the presence of Children or Young People;
- engage in any other form of behaviour that may reasonably be considered to be Child Abuse, including Grooming a Child or Young Person;

- initiate unnecessary physical contact with a Child or Young Person, or do things of a personal nature for them that they can do themselves;
- take disciplinary action involving physical punishment or any other form of treatment that could reasonably be considered as degrading, cruel, frightening or humiliating;
- use language or behaviour towards Children that is inappropriate, harassing, abusive, sexually provocative, intended to humiliate or is culturally inappropriate;
- consume alcohol, illicit drugs, tobacco or vape when working with any Children or young people;
- give a gift to a Child or Young Person engaged in a Club program, activity or service without the permission of their manager and the Child's or Young Person's parent / carer;
- transport any Children or Young People without the permission of their manager or person delegated with their authority and the Child's or Young Person's parent / carer (unless in an emergency situation or where the safety of the Child or Young Person is at risk); or
- arrange contact, including online contact, with Children or Young People outside of the Club's programs, activities or services; or use any computers, mobile phones, video cameras, cameras or social media to exploit or harass Children, or access Child exploitation material.

VERSION OF CODE

This version of the Code of Conduct will commence from June 2026 and replaces all previous versions.

MONITORING AND REVIEW

GM People and Culture

This Code will be reviewed periodically to ensure it remains consistent with the Brisbane Lions Safeguarding Children and Young People Framework, relevant legislation and the Queensland Child Safe Standards.

AUTHORITY TO CHANGE

The CEO and GM People and Culture of the Club reserves the right to vary, replace or terminate this policy from time to time.