

Rainbow Roos Code of Conduct

Effective Date: 15th May 2025

Next Review Date: 14th May 2026

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1. Purpose

This Code of Conduct outlines the expected standards of behaviour for all participants, parents/carers, volunteers, staff, and community partners involved with Rainbow Roos. It is designed to create a respectful, safe, inclusive, and positive environment for everyone.

2. Our Core Values

At Rainbow Roos, we are committed to:

- Providing a fun, inclusive and supportive environment for children of all abilities.
- Treating every individual with dignity, fairness, and respect.
- Promoting equal access to participation, regardless of background, needs, or ability.

3. Scope

This Code applies to all:

- Participants (children)
- Parents and carers
- Staff and volunteers
- External providers, sponsors, and community partners

4. Inclusivity and Non-Discrimination

Rainbow Roos maintains a zero-tolerance approach to discrimination, bullying, or exclusion on the basis of:

- Age, disability, gender identity, marital status, pregnancy, race, religion or belief, sex, sexual orientation, or intersex status
- Neurodivergence, socioeconomic status, cultural background, language, refugee/asylum-seeker status, or any other personal attribute

All parties are expected to actively uphold this inclusive ethos.

5. Behavioural Expectations

Children/Participants must:

- Show respect for themselves, others, and all equipment

- Listen to their coaches and follow instructions
- Participate in a safe and positive manner
- Avoid any form of aggressive, harmful, or exclusionary behaviour

Parents/Carers must:

- Ensure their child arrives on time, appropriately dressed, and ready to participate
- Support a positive and respectful environment for all families
- Communicate any concerns respectfully and constructively
- Avoid coaching from the sidelines or interfering with session delivery

Staff and Volunteers must:

- Maintain a professional, child-centred approach at all times
- Treat all children and families with equity and compassion
- Uphold the values and safety standards of Rainbow Roos
- Hold a valid Working With Children Check (WWCC) or equivalent clearance

6. Safety and Behavioural Management

We recognise that every child is different and may respond to coaching, instructions, and group settings in unique ways. Rainbow Roos staff are trained and experienced in managing behaviours sensitively and appropriately.

If a child's behaviour becomes unsafe for themselves or others, we may:

1. Implement calming strategies and redirection techniques
2. Communicate concerns with the parent/carer
3. If the behaviour escalates or persists, remove the child from the session
4. If repeated unsafe behaviours occur, ask that the child temporarily or permanently stop attending

Every effort will be made to work with the family and support the child before any final decisions are made.

7. Child Safety and Privacy

We are committed to safeguarding every child in our care. To protect privacy:

- Photos or videos of children may only be taken or shared by staff with prior written consent from parents/carers
- We request that families do not take photos of other children without express permission
- No personal information about children or families may be shared by staff or volunteers without appropriate consent

8. Use of Social Media

- All social media engagement related to Rainbow Roos must be respectful and align with our values
- Any images or posts referring to our sessions should not include identifiable children without permission
- Negative or inappropriate comments online will not be tolerated and may result in removal from sessions

9. Communication and Resolving Concerns

We aim to address all concerns quickly, respectfully, and fairly.

- Please speak directly to your coach if an issue arises
- If you feel unable to raise the issue with your coach, or if the matter remains unresolved, please contact:

Brad Ambridge – brad@rainbowroos.com.au

We are committed to creating open communication pathways that prioritise the well-being and comfort of all involved.

10. Breaches of This Code

Failure to comply with this Code of Conduct may result in:

- A verbal or written warning
- Temporary or permanent exclusion from sessions or activities

- Termination of staff/volunteer engagement (where applicable)

All actions taken will be proportionate and with the best interests of the child and community in mind.

11. Review of Policy

This Code of Conduct is reviewed **annually** or as required to reflect changing needs, community expectations, and legislation.