Seido Karate Richmond Working with Children Code of Conduct

Seido Karate Richmond (SKR) is a martial arts club that is committed to providing a safe environment for all its members, and especially so for children and young people. Child safety is a priority for the SKR, and the prevention and reporting of harm or abuse is taken seriously. All adult members are responsible for promoting the safety and wellbeing of children and young people in and around our dojo. SKR recognises that treating all children with dignity and respect is essential to ensuring that they are safe and well. All forms of child abuse, harm, bullying, discrimination and harassment are not tolerated. This position is reflective of the philosophical foundation of Seido Karate, and reflective of our values.

This Code of Conduct sets out expectations for how all members of SKR should behave when interacting with children and young people. Adhering to these expectations ensures that children and young people can participate in karate training in a safe way. It also creates the environment in which children and young people can best learn and enjoy the benefits of training in Seido Karate.

Being a martial art, participation in karate can carry some risk of harm or injury if not practiced appropriately. It is therefore important that all members adhere to behavioural standards to ensure that risks can be managed appropriately. This Code of Conduct identifies **positive child safe behaviours** that all members are expected to comply with. It also identifies **unacceptable behaviours** that must be avoided, noting that some of these behaviours may trigger a reporting requirement.

All members – and visitors invited to SKR – are expected to adhere to these behavioural standards, including;

- Within the dojo
- When attending camp or a competition
- During online classes
- When engaging with children, young people and their families

POSITIVE CHILD SAFE BEHAVIOURS

As a member of SKR, I will:

- Treat all children and young people with dignity and respect, regardless of race, sex, gender identity, sexual orientation, language, religion, disability, political or other opinion, nationality, cultural background, socio-economic status or other characteristic
- Take all reasonable steps to prevent and/or report child abuse
- Take disclosures of harm or abuse made by a child, young person or family member seriously
- Report concerns about child safety to the class instructor, another adult member or head of dojo as soon as practicable
- Ensure children remain supervised at all times during class
- Listen to and respond to safety concerns when raised by children, young people or their families; and value the ideas, opinions and voices of children and young people
- Respect the privacy of children, young people and their families, including keeping personal information confidential, and only sharing on a need-to-know basis or where legally required to do so

Implemented by the SKR Committee on: 3/6/2026

- Refer concerns of potential criminal behaviour (such as child abuse) to Police
- Ensure breaches of this Code of Conduct are reported to the class instructor and head of dojo as soon as practicable
- Maintain a current Working With Children Check and provide it for review upon request

UNACCEPTABLE CHILD SAFE BEHAVIOURS

As a member of SKR, I will NOT:

- condone or participate in illegal, unsafe, abusive or harmful behaviour towards children – this includes physical violence, sexual abuse, emotional or psychological abuse, grooming, neglect or sexual misconduct
- use hurtful or offensive behaviour or language with children
- touch children in a way that is unnecessary or unsuitable and falls outside what is reasonable to teach or participate in Karate
- verbally assault a child or create a climate of fear
- take or share photos, images, videos or other digital recordings of children without expressed consent from a parent or guardian
- have contact with children or young people online, on social media or via phone – unless the contact is explicitly linked to their karate training. SKR notes that as a general rule, it is appropriate for such contact to be directed to the child's parent or guardian.

SKR members who breach the Code of Conduct may be subject to disciplinary action, commensurate to the nature of the breach. This may include counselling, increased supervision, appointment to an alternative role, suspension of membership, or termination from the organisation. For more serious breaches that may also constitute a crime, a referral to the Police may be required.

WHAT TO DO IF YOU SUSPECT THIS CODE OF CONDUCT HAS BEEN BREACHED?

As a member of SKR, if I will:

- ensure the immediate safety of the child or young person (if necessary)
- report my concerns to the class instructor and head of dojo as soon as practicable
- maintain the privacy of those involved
- make a report to the Police, if it suspected that a crime may have been committed

It is important to understand that where an adult becomes aware of a substantial risk that a child may be or become the victim of a sexual offence committed by an adult associated with the organisation, and they have the power or responsibility to reduce or remove the risk, then they must take all reasonable steps to do so. A person who negligently fails to take appropriate action to address the risk may be charged with a criminal offence.

Anyone who witnesses a sexual offence committed against a child or young person by an adult MUST report this to Victoria Police by calling 000 or by going to their local police station. Failure to disclose this information may also be considered a criminal offence.