

CHILD SAFE CODE OF CONDUCT

WHAT IS IT?

It establishes clear expectations for appropriate behaviour, and governs how staff are required to behave and respond to children.

WHO DOES IT APPLY TO?

It applies to all paid and unpaid staff (including volunteers, interns or trainees) of Council, who are responsible for the safety and wellbeing of children who engage with the Council.

WHY DO WE HAVE IT?

All staff of Council are responsible for the safety and wellbeing of children who engage with Council.

THE DO'S



Treat all children with respect, and value their ideas and opinions



Raise concerns with management if risks to child safety are identified



Welcome all children and their families and carers by promoting inclusion and cultural safety



Promptly report all suspected or disclosed abuse



Listen to children and respond to them appropriately



Ensure breaches of this Code are reported immediately



Adhere to all relevant Australian and NSW legislation & Council's child safe policies and procedures



Respect the privacy of children and their families by keeping all information about child protection concerns confidential



Participate in all compulsory training



Uphold the rights of the child and always prioritise their needs



Take all reasonable steps to protect children from abuse



Comply with the relevant legislation and the Council's policies and procedures on record keeping and information sharing

THE DON'TS



Condone or participate in illegal, unsafe or abusive behaviour towards children, including physical, sexual or psychological abuse, ill-treatment, neglect or grooming



Ignore or disregard any concerns, suspicions or disclosures of child abuse



Exaggerate or trivialise child abuse issues



Use hurtful, discriminatory or offensive behaviour or language with children



Fail to report information to police if it is known that a child has been abused



Engage in unwarranted and inappropriate touching involving a child



Persistently criticise and/or denigrate a child



Verbally assault a child or create a climate of fear



Share details of sexual experiences or use sexual language or gestures with a child



Disclose personal or sensitive information about a child

THESE BEHAVIOURS MAY BE OF CONCERN (ON THEIR OWN, THEY MAY NOT CONSTITUTE A BREACH OF THIS CODE OF CONDUCT BUT TOGETHER MAY INDICATE A PATTERN OF BEHAVIOUR THAT POSES A RISK TO THE SAFETY OF CHILDREN):



Babysitting, mentoring and/or tutoring a child out of work hours (without managerial approval for this kind of secondary employment)



Showing favour to one child over another



Being alone with a child when there is no professional reason for doing so

FURTHER TRAINING WILL BE PROVIDED UPON COMMENCEMENT