

# Our Child Safety Code Of Conduct

THIS CHILD SAFETY CODE OF CONDUCT OUTLINES APPROPRIATE STANDARDS OF BEHAVIOUR FOR ALL ADULTS TOWARDS CHILDREN. THE CODE SERVES TO PROTECT CHILDREN, REDUCE ANY OPPORTUNITIES FOR ABUSE OR HARM TO OCCUR, AND PROMOTE CHILD SAFETY IN THE EARLY LEARNING ENVIRONMENT. IT PROVIDES GUIDANCE ON HOW TO BEST SUPPORT CHILDREN AND HOW TO AVOID OR BETTER MANAGE DIFFICULT SITUATIONS. WHERE A STAFF MEMBER BREACHES THE CODE, HASTINGS CHILDCARE & COMMUNITY KINDER MAY TAKE DISCIPLINARY ACTION, INCLUDING IN THE CASE OF SERIOUS BREACHES, SUMMARY DISMISSAL. THE SERVICE REVISES THE CODE ANNUALLY.

Hastings Childcare & Community Kinder has the following expectations of behaviours and boundaries for all adults interacting with children within our Early Learning community. This includes all teaching staff, non-teaching staff,, volunteers (direct and indirect), third party contractors, external education providers and parents/carers. The Centre's Director has endorsed this Child Safety Code of Conduct.

## DO:

- Behave as a positive role model to child/childrens.
- Promote the safety, welfare and wellbeing of child/childrens.
- Be vigilant and proactive with regard to child/children safety and child protection issues.
- Provide age appropriate supervision for child/childrens.
- Comply with guidelines published by the Centre with respect to child protection.
- Treat all child/childrens with respect.
- Promote the safety, participation and empowerment of child/childrens with a disability.
- Promote the cultural safety, participation and empowerment of linguistically and culturally diverse child/childrens.
  - Have zero tolerance of racism, and act on incidents of racism. Always address racist speech or actions.
  
- Use positive and affirming language towards child/childrens.
- Encourage child/childrens to 'have a say' and then listen to them with respect.
- Respect cultural, religious and political differences.
- Help provide an open, safe and supportive environment for all child/childrens to interact, and socialise.
- Intervene when child/childrens are engaging in inappropriate bullying behaviour towards others or acting in a humiliating or vilifying way.
- Report any breaches of this Child Safety Code of Conduct.
- Report concerns about child safety to the Director/Child Safety Officer and ensure that your legal obligations to report allegations externally are met.
- Where an allegation of child abuse is made, ensure as quickly as possible that the child/children involved is/are safe.
- Call the Police on 000 if you have immediate concerns for a child/children's safety.
- Respect the privacy of child/children and their families and only disclose information to people who have a need to know.
- Ensure that the children's safety and security is paramount in any decisions made regarding the use of their photographs. With the consent of parents/guardians take photos of the children's photographs to be used in the service & for educational documentation/assessment purposes.

## DO NOT:

- Engage in any form of inappropriate behaviour towards children or expose children to such behaviour.
- Use prejudice, oppressive behaviour or inappropriate language with the children.
- Express personal views on cultures, race or sexuality in the presence of the children or discriminate against any child/children based on culture, race, ethnicity or disability.
- Engage in open discussions of an adult nature in the presence of the children.
- Engage in any form of sexual conduct with a child/children including making sexually suggestive comments and sharing sexually suggestive material.
- Engage in inappropriate or unnecessary physical conduct or behaviours
- Engage in any form of physical violence towards a child/children including inappropriately rough physical play.
- Use physical means or corporal punishment to discipline or control a child/children.
- Engage in any form of behaviour that has the potential to cause a child/children serious emotional or psychological harm.
- Develop 'special' relationships with a child/children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific child/children).
- Engage in undisclosed private meetings with a child that is not your own child.
- Engage in meetings with a child that is not your own, outside of Centre hours and without permission from the Centre and the child's parent.
- Engage in inappropriate personal communications with a child/children through any medium, including any online contact or interactions with a child/children.
- Using a computer, mobile phone, camera, or other device to exploit or harass a child
- Take or publish (including online) photos, movies or recordings of a child/children without parental/carer consent.
- Take photos, movies or recordings of a child that exposes their private body parts including their penis, vagina, vulva, bottom/buttocks, breasts and nipples or is otherwise compromising or disrespectful.
- Post online any information about a child/children that may identify them such as their: full name; age; e-mail address; telephone number; residence; Centre; or details of a club or group they may attend.
- Ignore or disregard any suspected or disclosed child abuse.