

## Child Safe Code of Conduct

(V1 Jan 2017 page 1 of 2)

All staff, volunteers and board members of Mittagundi Outdoor Education Centre are required to observe Child safe principles and expectations for appropriate behaviour towards and in the company of Young People, as noted below.

All personnel of Mittagundi are responsible for supporting the safety, participation, wellbeing and empowerment of Young People by:

- adhering to Mittagundi's Child safe policy at all times / upholding Mittagundi's statement of commitment to the Young Person's safety at all time
- taking all reasonable steps to protect Young People from abuse
- treating everyone with respect
- listening and responding to the views and concerns of Young People, particularly if they are telling you that they or another Young Person has been abused and/or are worried about their safety or the safety of another
- promoting the cultural safety, participation and empowerment of Aboriginal Young People (for example, by never questioning an Aboriginal Young Person's self-identification)
- promoting the cultural safety, participation and empowerment of Young People with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination)
- promoting the safety, participation and empowerment of Young People with a disability (for example, during personal care activities)
- ensuring as far as practicable that adults are not left alone with a Young Person
- reporting any allegations of Young Person abuse to Mittagundi's Director and ensure any allegation is reported to the police or Department of Human Services (DHS)
- reporting any Young Person's safety concerns to the Mittagundi's Director
- if an allegation of abuse is made, ensure as quickly as possible that the young people are safe
- encouraging Young People to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.



## Child Safe Code of Conduct (V1 Jan 2017 page 2 of 2)

### Staff and volunteers must not:

- develop any 'special' relationships with Young People that could be seen as favouritism (for example, the offering of gifts or special treatment for specific Young People)
- exhibit behaviours with Young People which may be construed as unnecessarily physical (for example inappropriate sitting on laps)
- put Young People at risk of abuse (for example, by locking doors)
- do things of a personal nature that a Young Person can do for themselves, such as toileting or changing clothes
- engage in open discussions of a mature or adult nature in the presence of Young People (for example, personal social activities)
- use inappropriate language in the presence of Young People
- express personal views on cultures, race or sexuality in the presence of Young People
- discriminate against any Young Person, including because of culture, race, ethnicity or disability
- have contact with a Young Person or their family outside of our organisation without our Directors knowledge and/or consent (for example, staying at their residence). Accidental contact, such as seeing people in the street, is appropriate)
- have any online contact with a Young Person or their family (unless necessary, for example providing families with e-newsletters)
- ignore or disregard any suspected or disclosed Young Person abuse.

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Mittagundi Director.

If you believe a Young Person is at immediate risk of abuse phone 000.

I agree to adhere to this Code of Conduct:

Full Name: .....

Signature: ..... Date: / /

