

## **CHILD SAFE CODE OF CONDUCT :**

All staff, volunteers and school councillors of Brentwood Park are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

All personnel of Brentwood Park are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to Brentwood Park's Child Safe Policy at all times / upholding Brentwood Park's statement of commitment to child safety at all times
- taking all reasonable steps to protect children from abuse
- treating everyone with respect
- listening and responding to the views and concerns of children, particularly if they are disclosing that they or another child has been abused and/or are worried about their safety or the safety of another
- promoting the cultural safety, participation and empowerment of Aboriginal children (for example, by never questioning an Aboriginal child's self-identification)
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination)
- promoting the safety, participation and empowerment of children with a disability (for example, during personal care activities)
- ensuring as far as practicable, that adults, other than teachers, are not left alone with a child
- reporting any allegations of child abuse to Brentwood Park's Child Safety Officer, Jenny Reid, and ensuring any allegation is reported to the police or child protection
- reporting any child safety concerns to Brentwood Park's Child Safety Officer, Jenny Reid
- if an allegation of child abuse is made, ensure, as quickly as possible, that the child(ren) are safe
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.

### **Staff and volunteers must not:**

- develop any 'special' relationships with children that could be seen as favouritism
- exhibit behaviours with children which may be construed as unnecessarily physical (for example inappropriate sitting on laps. Sitting on laps could be appropriate sometimes, for example, while reading a storybook to a small child in an open plan area)
- ignore behaviours by other adults towards students when they appear to be overly familiar or inappropriate
- discuss content of an intimate nature or use sexual innuendo with students
- put children at risk of abuse (for example, by locking doors)
- do things of a personal nature that a child can do for themselves, such as toileting or changing clothes
- engage in open discussions of a mature or adult nature in the presence of children (for example, personal social activities)
- use inappropriate language in the presence of children
- express personal views on cultures, race or sexuality in the presence of children
- discriminate against any child, including, because of culture, race, ethnicity or disability
- have contact with a child or their family outside our organisation without the Child Safety Officer's knowledge and/or consent (for example, babysitting or tutoring).
- have any online social contact with a child.
- ignore or disregard any suspected or disclosed child abuse.

- By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Brentwood Park's Child Safety Officer, Jenny Reid.

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