

## Child Safety Code of Conduct

**All employees, contractors and volunteers of the South Gippsland Conservation Society who provide education and activities for children under the age of 18 are responsible for supporting the safety, participation, wellbeing and empowerment of children by:**

- our Education Officer and presenters providing a current Working With Children Check
- upholding the Society'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 telling you 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
- ensuring as far as practicable that adults who are not responsible for a child are not left alone with a child
- reporting any allegations of child abuse to the Child Safety Officer and ensuring any allegation is reported to the police or child protection
- reporting any child safety concerns to the Child Safety Officer
- if an allegation of child abuse is made, ensuring as quickly as possible that the child(ren) are safe
- encouraging children to 'have a say' and participate in all relevant activities where possible, especially on issues that are important to them

### **Employees, contractors and volunteers must not:**

- develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)
- exhibit behaviours with children which may be construed as unnecessarily physical
- 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
- make contact with a child or their family outside of events and activities. Accidental contact, such as seeing people in the street, is appropriate
- have any online or phone contact with a child or their family unless necessary to undertake events and activities
- 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 the Child Safety Officer:**

**Nigel Murray, 0407 820 533, [bce@sgcs.org.au](mailto:bce@sgcs.org.au)**

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