

Statement of commitment to the safety and wellbeing of children and the protection of children of harm

Our service supports the rights of children and young people and is committed to providing a safe and supportive environment directed at ensuring their safety and wellbeing.

In order to support this commitment, we are dedicated to our child and youth risk management strategy and our policies and procedures which are in place to effectively address the safety and wellbeing of children and young people in our care.

All employees, students, volunteers, visitors, children, families, and authorised contacts must comply with the codes of conduct outlined in this strategy and all policies as a condition of attendance at the service.

Code of conduct for children and young people

Children and young people who attend our service are asked to contribute to our commitment to a safe and supportive environment by (as age appropriate):

- Respecting other children, young people, and adults
- Cooperating and playing by the rules
- Listening and receiving instructions
- Trying to remain calm and controlling their emotions
- Having a say about what they are involved in
- Speaking up if we are worried or concerned about something
- Not being a bully or accept any bullying from others
- Being a good friend and supporting each other
- Not hurting other children or adults
- Using appropriate language

This is a condition of enrolment. We reserve the right to suspend or cancel an enrolment which puts the safety or wellbeing of others at risk.

Code of conduct for families and authorised contacts

Families and authorised contacts of a child attending our service are expected to share in our commitment to a safe and supportive environment by:

- respecting the rights, dignity and worth of every person, regardless of their abilities, gender, religion, or cultural background
- respecting the decisions of employees/ management and teach children to do likewise
- focusing on and encouraging children's efforts
- supporting all efforts to remove any form of abuse in this organisation and encourage a safe and supportive service environment
- using appropriate language at all times when communication with both children and adults
- following the service "Grievance Resolution Policy and Procedure" and raising concerns in a calm and appropriate manner
- not treating any child or young person in an unfair, unjust, or discriminatory manner
- not smoking on the organisation's premises
- not drinking alcohol or using illicit substances while on the organisation's premises
- working with the service educators and management to provide a supportive learning environment
- participating at the service where possible if they are a restricted person
- taking an interest in their child's learning journey
- sharing relevant information about their child with educators
- maintaining confidentiality about other children, families, educators, and the service
- using social media to celebrate the centre and not refer to the centre, its staff, owners, or management in a negative way on social media or in the wider community
- not volunteer at the service if they are a restricted person

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Code of conduct for educators, volunteers and students

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

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

- adhering to Child Protection policies and this child risk management strategy at all times/ upholding our 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 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 practical that adults are not left alone with a child
- reporting any child safety concerns to the Nominated Supervisor
- 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
- develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)

Code of conduct for educators, volunteers and students cont.

- exhibit behaviours with children which may be construed as unnecessary physical
- put children at risk of abuse (for example, by locking doors)
- do things of personal nature that a child can do for themselves, such as toileting or changing clothes
- engage in open discussions of a mature 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
- seek to initiate contact with a child or their family outside of our organisation without the Nominated Supervisor's knowledge and/ or consent (for example babysitting, refer to the Babysitting Policy and Procedure) Accidental contact, such as seeing people in the street, is appropriate
- have any online contact with a child or their family (unless necessary, for example, providing families with e-newsletters or programming information)
- ignore or disregard any suspected or disclosed child abuse
- not volunteer at the service if they are a restricted person*

By observing these standards, you acknowledge your responsibility to immediately report any breach of this code to the Nominated Supervisor.

Note: allegations against the Nominated Supervisor must be made to the Approved Provider or relevant management representative.

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

***Restricted person**

A restricted person is a person who either has been issued a negative notice, has a suspended blue card, is a disqualified person or has been charged with a disqualifying offence that has not been finalised.