

## 1.25 Child Safe Code of Conduct

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All members of the governing body, management, staff and volunteers and contractors are required to abide by this Code of Conduct, which sets out the appropriate standards of behaviour within Yadu Health Aboriginal Corporation (YHAC). The Code should be interpreted with integrity, transparency and common sense, with children's best interests as the primary objective.

At YHAC, the governing body will:

- Take responsibility for ensuring all staff, volunteers and contractors understand and comply with the Code of Conduct and know their roles, responsibilities and duty of care obligations
- Deal with any breaches of the Code of Conduct seriously and responsively, and take appropriate disciplinary action

All staff, volunteers and contractors will:

- Prioritise the safety and wellbeing of children and young people, and take responsibility for ensuring that the service operates in child safe environments at all times
- Act as a positive role model for children and young people, and model respectful behaviours at all times
- Promote an open environment where children can have a say and express their thoughts and feelings and be taken seriously
- Treat all children and young people fairly, equally and with respect
- Support children and young people to express their culture and enjoy their cultural rights
- Act promptly to identify and address any instances of racism
- Value children's and young people's ideas and opinions, and believe them
- Welcome parents and carers to participate in decisions about their child's training schedule and any other matters about their safety
- Maintain professional standards of conduct, including keeping clear boundaries between professional and personal
- Promote respectful behaviour, and intervene in situations of bullying between children and young people
- Be aware of their duty of care, and their legal obligations such as mandatory reporting of child abuse concerns
- Be sensitive to the needs of children and young people from culturally and linguistically diverse backgrounds.
- Be sensitive to the needs of children and young people with a disability.
- Act in accordance with the YHAC's policy on appropriate physical contact with children and young people
- Act in accordance with the YHAC's policy on online/digital interactions with children and young people (including Facebook, SMS, etc.)

- Respect children's and young people's privacy, and keep children's and their families' information confidential unless otherwise required for safety reasons
- Report any conflicts of interest (such as an outside relationship with a child)
- Be alert to risk of harm to a child or young person from an adult or another child or young person
- Take a child or young person seriously if they disclose harm or risk of harm
- Contact police if a child or young person is at immediate risk of harm
- Take appropriate action if they witness another person breaching or potentially breaching this Code
- Abide by all YHAC's policies, procedures and this Code of Conduct
- Report any concerns of harm, risk of harm or neglect

Staff, volunteers and contractors will not:

- Ignore, disbelieve or minimise allegations or concerns of harm or risk of harm from children or young people or other adults
- Act in a way that is likely to emotionally abuse, bully, humiliate, oppress or degrade children or young people
- Act in a way that is likely to result in harm to children or young people in any way, including physical, emotional, psychological, or cultural harm.
- Engage in any form of sexual conduct with children or young people, including for example showing children sexually explicit material
- Act in a way that may put children or young people at risk of harm
- Unlawfully discriminate against any child on the basis of age, gender, race, culture, vulnerability or sexuality
- Engage in unnecessary or inappropriate physical contact with children or young people, such as rough physical play
- Exchange personal contact details with children or young people or have unauthorised contact with children outside of the scope of the organisation's services
- Show favouritism to particular children or young people through special attention, or special relationships
- Take photographic or video footage of any child or young person without their consent and the written consent of their parent/carer
- Work with children or young people under the influence of drugs or alcohol
- Use inappropriate language, discuss topics of an adult nature, or express personal views about different cultures, race or sexuality while children or young people are present
- Verbally assault a child or create a climate of fear
- Offer children and young people alcohol, cigarettes or other drugs
- Subject children to unauthorised restrictive practices such as using exclusionary time-out as punishment

Any person found to be breaching this Code of Conduct will face disciplinary action relative to the seriousness of the breach and may be subject to criminal proceedings. This may include termination of employment with YHAC.

All staff, volunteers, families and community members are required to speak up if they have concerns about the safety of children. Complaints about a breach of this Code of Conduct must be reported to the Chief Executive Officer, phone 86262500.

Some breaches of this Code of Conduct may need to be reported to external authorities such as Child Abuse Reporting Line (CARL) on 13 14 78. Refer to Child Safe Complaints Management Policy for more information about our reporting obligations as well as information on the protections and confidentiality provisions for anyone making a report.

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

I have read, understood, and agree to adhere to this Code of Conduct:

Name: .....

Signature: .....

Date: .....

Last reviewed:	07/04/2023
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