

## Child Protection Code of Conduct

This code of conduct is to help enforce clear expectations for appropriate behaviour with children within our organisation, to help protect children from abuse.

### **Our organisation is committed to child safety.**

We want children to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers.

We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures.

We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow rigorously.

Our organisation is committed to preventing child abuse and identifying risks early, and removing and reducing these risks.

- **Failure to disclose:** Reporting child sexual abuse is a community-wide responsibility. All adults who have a reasonable belief that an adult has committed a sexual offence against a child under 16 have an obligation to report that information to the police.
- **Failure to protect:** People of authority in our organisation will commit an offence if they know of a substantial risk of child sexual abuse and have the power or responsibility to reduce or remove the risk, but negligently fail to do so.
- Any personnel who are mandatory reporters must comply with their duties. (doctors, nurses, midwives, teachers (including early childhood teachers), principals and police) must report to child protection if they believe on reasonable grounds that a child is in need of protection from physical injury or sexual abuse

### Code of Conduct

All staff, contractors and volunteers of The Australian Dance Festival are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, supporting the safety, participation, wellbeing and empowerment of children by:

- Adhering to The Australian Dance Festival child safe policy / upholding The Australian Dance Festival 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 (for example, during personal care activities)
- Ensuring as far as practicable that adults are not left alone with a child
- Reporting any allegations of child abuse to The Australian Dance Festival Child Safety Officer, DONNA LEE / leadership, and ensure any allegation is reported to the police or child protection
- Reporting any child safety concerns to The Australian Dance Festival Child Safety Officer DONNA LEE / leadership
- If an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe

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- Encourage 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 (for example, the offering of gifts or special treatment for specific children)
- Exhibit behaviours with children which may be construed as unnecessarily physical (for example inappropriate sitting on laps. Sitting on laps could be appropriate sometime, for example while reading a storybook to a small child in an open plan area)
- 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 of our organisation without our child safety officer's knowledge and/or consent (for example, no babysitting). 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)
- 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 Australian Dance Festival Child Safety Officer DONNA LEE / director ANGELA LAU.

Any inappropriate behaviour will be reported through appropriate channels, including the Department of Health and Human Services and Police, depending on the severity and urgency of the matter.

If you believe a child is at immediate risk of abuse:

- Phone the Police on 000 and/  
• or the Child Protection Helpline (133 627 for Mandatory Reporters and 132 111 for members of the general public)

This code of conduct has been produced to be used & made available

- As part of induction training for new leadership members, staff, contractors & volunteers
- As part of refresher training for existing leadership members, staff, contractors & volunteers to inform parents/carers and other persons associated with the organisation what behaviour they can expect from the organisation's leadership, staff and volunteers
- To support and inform organisational protocols and reporting procedures should breaches of the code be suspected or identified

This policy outlines the key concepts under the relevant legislation including mandatory reporters, reportable conduct & risk management.