

## Child Safe Code of Conduct

*Yarriambiack Shire Council encourages a working environment which promotes gender equality and models non-violent and respectful relationships.*

### 1 Objective

This Child Safety Code of Conduct sets out Yarriambiack Shire Council's commitment to ensure it discharges the obligations and expectations contained in Child Safe Standards 2 and 3.

All employees, volunteers and contractors (**staff**) engaged by Yarriambiack Shire Council are required to comply with the Child Safety Code of Conduct by observing expectations for appropriate behaviour below.

### 2 Child Safety Code of Conduct

Yarriambiack Shire Council recognises, respects and promotes its responsibilities to keep children safe from abuse, and commits to ensuring the safety of children as a priority. Yarriambiack Shire Council values diversity and will not tolerate child abuse or discriminatory practices.

The Child Safety Code of Conduct aims to protect children and reduce opportunities for child abuse or harm to occur. It is intended to complement Yarriambiack Shire Council's other related policies and procedures.

The Child Safety Code of Conduct applies to the broad range of situations where interaction with children and young people may occur in the delivery of Yarriambiack Shire Council's services, including through digital technology and social media.

Yarriambiack Shire Council and its staff meet the Child Safety Code of Conduct by:

- a) adhering to the Child Safe Policy at all times;
- b) taking all reasonable steps to protect children from abuse and harm;
- c) treating everyone with respect;
- d) working to prevent discrimination and actively promoting the participation and inclusion of all children, recognising in particular:
  - Aboriginal and/or Torres Strait Islander children and young people;
  - children from culturally and/or linguistically diverse backgrounds.
  - children with a disability;
  - children who identify as lesbian, gay, bisexual, trans and/or intersex;
  - children who are non-binary or gender diverse;
  - children in and out of home care and youth justice;
  - modelling appropriate adult behaviour;
  - listening to children and responding to their needs appropriately;
  - reporting any allegations of child abuse;

- working with children in an open and transparent way;
- encouraging children to participate in matters important to them.

Staff must not:

- discriminate against any child or young person, including because of age, gender, race, culture, vulnerability, sexuality, ethnicity or disability;
- seek to use children in any way to meet the needs of adults;
- ignore or disregard any concerns, suspicions or disclosure of child abuse or harm;
- use discriminatory or oppressive behaviour or language with children;
- initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves e.g. toileting or changing clothes;
- develop 'special' relationships with specific children or show favouritism through provision of gifts or inappropriate attention;
- exchange personal contact details such as phone number, social networking sites or email addresses with children; or
- have unauthorised contact with children and young people in person, online or by phone.

### 3 Consequences of breaching the Child Safety Code of Conduct

A breach of the Child Safety Code of Conduct by Yarriambiack Shire Council staff may result in disciplinary action being taken against them in accordance with the Yarriambiack Shire Council's Human Resources Disciplinary Guideline, including possible termination of employment.

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

Council Approved Procedure

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