



CHILD POLICY: CODE OF CONDUCT

All staff, volunteers and Committee of Management members of Yarra Valley ECOSS are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

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

- Reading, agreeing to and signing this policy document
- adhering to ECOSS child safe policy at all times / upholding ECOSS statement of commitment to child safety at all time
- 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
- Notify Child safety Officer and Committee of any misconduct concerns. Use reporting procedures via Commission for Children and Young People's Reportable Conduct Scheme where appropriate
- Ensure young person reporting abuse is adequately supported in this process by facilitating connection to professional support services and notifying the child's family with consent where appropriate.
- Report any misconduct using the following form: <https://ccyp.vic.gov.au/reportable-conduct-scheme/notify-and-update/>
- promoting the cultural safety, participation and empowerment of Aboriginal children 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 by having a zero tolerance of discrimination.
- promoting the safety, participation and empowerment of children with a disability 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 ECOSS Child Safety Officer (Chelsea McNab) or leadership staff, and ensure any allegation are reported to the police or child protection
- reporting any child safety concerns to ECOSS Child Safety Officer (Chelsea McNab) or leadership staff
- 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.

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
- 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 ECOSS Child Safety Officer (Chelsea McNab) or leadership staff.

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

I agree to adhere to this Code of Conduct:

Name:

Signature:

Date: