

## CODE OF CONDUCT

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

All staff, volunteers and committee members are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- always adhering to our child safe policy and upholding our 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
- promoting the cultural safety, participation, and empowerment of Aboriginal children and children with culturally and/or linguistically diverse backgrounds
- promoting the safety, participation, and empowerment of children with a disability
- ensuring that adults are not left alone with a child
- supporting children to express their culture and enjoy their cultural rights
- reporting any allegations of child abuse to our Child Safety Officer and ensure any allegation to reported to the police or child protection
- reporting any child safety concerns to our Child Safety Officer : Christoper Guinane or the President
- if an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe

### **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)
- engage in open discussions of a mature or adult nature in the presence of children (for example, personal social activities)
- use inappropriate or racist 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 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 [Knox Toy Library's](#) Child Safety Officer [Christopher Guinane](#). **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: .....