

# Code of Conduct

## Commitment to Child Safety

KidsROAR condemns all forms of child abuse, neglect, exploitation of, and discrimination against children. All KidsROAR team members are responsible for promoting the safety, wellbeing and empowerment of children and young people. We are committed to creating and maintaining a psychologically safe environment for all people involved in our programs.

## Code of Conduct Agreement

All KidsROAR team members and contractors are responsible for promoting the safety and wellbeing of children and young people by agreeing to and adhering to the below standards of behaviour:

### I Will:

- ✿ Adhere to all relevant National and State legislation, KidsROAR Child Safe Policy and other organisational policies
- ✿ Comply with KidsROAR guidelines on physical contact with children
- ✿ Raise concerns with management if risks to child safety are identified in any of the activities, facilities, structures, procedures or staffing practices at KidsROAR
- ✿ Report and act on any behavioural complaints, concerns or observed breaches regarding this Code of Conduct
- ✿ Report any concern, allegation, disclosure or observation of child abuse to the relevant person or authority as outlined in KidsROAR reporting procedure and in line with state mandatory reporting requirements
- ✿ Respect the privacy of children and their families by keeping all information regarding child protection concerns confidential, escalating only to relevant persons to follow reporting procedure
- ✿ Treat all children and young people with respect, regardless of race, colour, sex, gender identity, sexual orientation, language, religion, political or other opinion, national, ethnic or social origin, culture, property, disability or other status
- ✿ Listen to and value children and young people's ideas and opinions and respond appropriately
- ✿ Actively promote cultural safety and inclusion
- ✿ Conduct myself in a manner consistent with the values of the ROAR organisation
- ✿ Work with children in an open and transparent way – other adults should always know about the work being done with children
- ✿ Observe professional boundaries with children at all times

# Code of Conduct cont...

## I Will Not:

- 🐾 Condone or participate in behaviour with children that is illegal, abusive or unsafe
- 🐾 Seek to use children in any way to meet the needs of adults
- 🐾 Ignore or disregard any concerns, suspicions or disclosures of child abuse
- 🐾 Exaggerate or trivialise child abuse issues
- 🐾 Use hurtful, discriminatory or offensive behaviour or language with children
- 🐾 Discriminate on the basis of age, sex, gender identity, race, culture or sexual orientation
- 🐾 Initiate unnecessary physical contact with children
- 🐾 Invite 'special' relationships with children, show favouritism or give disproportionate or inappropriate attention to individuals
- 🐾 Exchange personal contact details such as phone numbers, social networking details or email addresses with children
- 🐾 Have unauthorised contact with children or young people online, via social media or by phone
- 🐾 Use any computer, mobile phone, or video or digital camera to exploit or harass children

## Consequences of Breaching the Code of Conduct

Any KidsROAR employee or contractor who breaches this Code of Conduct may be subject to disciplinary actions including but not limited to: education and training, enhanced supervision, appointment to an alternate role, suspension with / without pay or termination of employment.

**"I have read this Code of Conduct and agree to abide by it at all times"**

Name \_\_\_\_\_

Signature \_\_\_\_\_ Date    /    /

Name of Manager \_\_\_\_\_

Signature \_\_\_\_\_ Date    /    /

Name of Witness \_\_\_\_\_

Signature \_\_\_\_\_ Date    /    /