



# Child Safe Code of Conduct

## Commitment to child safety

- North Coast Pathway are committed to providing a safe and inclusive place for children.
- We use the Child Safe Standards to underpin how we keep children safe.
- We uphold the rights of all children to participate to their full capacity, regardless of their gender, race, ability or cultural background.
- Our services and operations meet child protection requirements and legislative obligations.
- This policy has been developed to protect children and young people. It includes guidance for people who work with them, in how to appropriately act when engaging with them.
- Supporting this document are other policies and procedures that aim to identify and prevent behaviour that may be harmful to children and young people.
- Supporting documents have been developed to guide appropriate behaviour and encourage all staff, both paid and volunteer, to create, maintain and improve a child safe environment.
- We encourage and support the participation of children and young people in the development and ongoing reviews of this policy.
- We understand that by listening to them we will better know how to keep them safe.
- The Principal, Head Teacher and Quality Assurance Manager promote reporting any breach of our policies, procedures and codes of conduct, and will act to ensure the safety, welfare and wellbeing of children are upheld.
- Failing to observe this policy and any supporting policies, or procedures may lead to disciplinary action in accordance with our disciplinary policy.
- In the event of a breach of the law, the matter will be reported to NSW Police or other relevant government agency.
- The advice in this policy should be always followed. In the event of an emergency staff members should contact Principal Ted Nabung as well as relevant authorities.

## General Definitions

<b>Physical abuse</b>	<ul style="list-style-type: none"><li>• Physical punishment</li><li>• Pushing, shoving, punching, slapping and kicking resulting in injury, burns, choking or bruising</li></ul>
<b>Lack of appropriate care (neglect)</b>	<ul style="list-style-type: none"><li>• Lack of supervision</li><li>• Not providing adequate nourishment</li><li>• Not providing adequate medical care, clothing or shelter</li><li>• Lack of education</li></ul>
<b>Psychological abuse</b>	<ul style="list-style-type: none"><li>• Bullying</li><li>• Threatening and abusive language</li><li>• Intimidation</li><li>• Shaming and name calling</li><li>• Ignoring and isolating a child</li><li>• Exposure to domestic and family violence</li></ul>



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<b>Sexual abuse</b>	<ul style="list-style-type: none"><li>• Sexual touching of a child</li><li>• Grooming</li><li>• Production, distribution or possession of child abuse material</li></ul>
<b>Misconduct</b>	<ul style="list-style-type: none"><li>• Inappropriate behaviour that may not be as severe as abuse, although could indicate that abuse is occurring and would often be in breach of an organisation's Child Safe Code of Conduct</li><li>• Comments to a child that express a desire to act in a sexual manner towards them or another child</li></ul>
<b>Acknowledgement of Code of Conduct</b>	
<b>Positive, child safe behaviours</b>	<p>As a North Coast Pathway employee, I will adhere to the following positive, child safe behaviours.</p> <ul style="list-style-type: none"><li>• Treat all children and young people with respect.</li><li>• Listen to and value children and young people's ideas and opinions.</li><li>• Welcome all children and their families and carers by being inclusive.</li><li>• Actively promote cultural safety and inclusion.</li><li>• Listen to children and respond to them appropriately.</li><li>• Welcome parents and carers to participate in decisions about their child's education and any other matters about their safety.</li><li>• Report any conflicts of interest (such as an outside relationship with a child).</li><li>• Adhere to all relevant Australian and NSW legislation and North Coast Pathway's child safe policies and procedures.</li><li>• Work within a team to ensure that the needs of the child (and their family) remain the paramount focus.</li><li>• Participate in all compulsory training.</li><li>• Raise concerns with management if risks to child safety are identified, including cultural, environmental and operational risks.</li><li>• Report and act on any concerns or observed breaches of this Code of Conduct.</li><li>• Take all reasonable steps to protect children from abuse.</li><li>• Respect the privacy of children and their families by keeping all information about child protection concerns confidential.</li><li>• Inform parents and carers if there are situations that need to be safely managed but are outside the boundaries of this Code of Conduct.</li><li>• Take a child seriously if they disclose harm or abuse.</li><li>• Ensure breaches of this Code are reported immediately.</li><li>• Uphold the rights of the child and always prioritise their needs.</li></ul>



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<b>Unacceptable behaviours</b>	<p><b>As a North Coast Pathway employee, I will not</b></p> <ul style="list-style-type: none"><li>• Condone or participate in illegal, unsafe or abusive behaviour towards children, including physical, sexual or psychological abuse, ill-treatment, neglect or grooming</li><li>• Ignore or disregard any concerns, suspicions or disclosures of child abuse</li><li>• Exaggerate or trivialise child abuse issues</li><li>• Use hurtful, discriminatory or offensive behaviour or language with children</li><li>• Fail to report information to police if I know a child has been abused</li><li>• Engage in unwarranted and inappropriate touching involving a child</li><li>• Persistently criticise and/or denigrate a child</li><li>• Deliberately prevent a child from forming friendships</li><li>• Verbally assault a child or create a climate of fear</li><li>• Offer children and young people alcohol, cigarettes or other drugs</li><li>• Show children pornographic images</li><li>• Encourage a child to communicate with me in a private setting</li><li>• Share details of sexual experiences with a child</li><li>• Use sexual language or gestures in the presence of children.</li></ul>
<b>Behaviours of concern</b>	<p>I understand the following types of behaviour may be of concern.</p> <ul style="list-style-type: none"><li>• Being alone with a child when there is no professional reason for doing so.</li><li>• Showing favour to one child over others.</li><li>• Babysitting, mentoring and/or tutoring a child out of work hours (without managerial approval for this kind of secondary employment).</li></ul>
<b>Complaints</b>	<p>All staff, volunteers, families and community members are encouraged to speak up if they have concerns about the safety of children.</p> <p>Complaints about a breach of this Code of Conduct must be reported to North Coast Pathway's Principal, Ted Nabung.</p> <p>Please refer to our Child Safe Reporting Policy for complaint reporting procedures.</p>
<b>Consequences for breaching the Code of Conduct</b>	<p>Some breaches of this Code of Conduct may need to be reported to the NSW Police, the Department of Communities and Justice and the Office of the Children's Guardian.</p> <p>Our Child Safe Reporting Policy provides more information about our reporting obligations to external authorities as well as describing protections and confidentiality provisions for anyone making a report.</p> <p>The policy can be found by asking at the front desk. It is also available as a link on our website.</p>



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<b>Relevant criminal offences for failing to report abuse</b>	<p><b>Note:</b> an adult in child-related work in an organisation will commit an offence if they know another adult there poses a serious risk of abusing a child (under 18 years), and they have the power to reduce or remove the risk, and they negligently fail to do so.</p> <p>All adults in NSW are required to report information to police if they know, believe or reasonably ought to know that a child (under 18 years) has been abused.</p>
<b>Associated documents</b>	<ul style="list-style-type: none"><li>• Child Safe Policy</li><li>• Child Safe Risk Management Plan (CSRMP)</li><li>• Child Safe Recruitment Policy</li><li>• Child Safe Reporting Policy</li></ul>
<b>Publication</b>	<ul style="list-style-type: none"><li>• This document is publicly available on North Coast Pathway's website or in hard copy by request.</li></ul>
<b>Review</b>	<ul style="list-style-type: none"><li>• Annual review and after an incident</li></ul>
<b>Agreement signature</b>	
<p>I have read this Code of Conduct and the associated documents listed above and agree to abide by the terms.</p> <p>Name:</p>  <p>Signature:</p>  <p>Date:</p>	