



Child Safety Code of Conduct

Policy owner:	Assembly / Association
Policy approved:	Assembly
Policy last updated:	
Applies to:	All Al-Anon Family Groups Victorian Southern Area which includes Tasmania (AFGVSA) staff, volunteers and members. This policy applies to all activities within the organisation which involve, result in, or relate to contact with children.
Policy context:	This policy outlines AFGVSA's commitment to ensure it discharges the obligations and expectations contained in Child Safe Standard 2.
Legislation, regulations, standards and/or other external requirements:	Child Safe Standards made under the <i>Child Wellbeing and Safety Act 2005</i> (Vic)

1. Policy Statement

- 1.1 This Child Safety Code of Conduct sets out AFGVSA's commitment to ensure it discharges the obligations and expectations contained in Child Safe Standard 2.
- 1.2 All AFGVSA staff, members and volunteers engaged by AFGVSA are required to comply with the Child Safety Code of Conduct by observing expectations for appropriate behaviour below.

2. Child Safety Code of Conduct

- 2.1 AFGVSAT recognises, respects and promotes its responsibilities to keep children safe from abuse, and commits to ensuring the safety of children as a first priority. AFGVSA values diversity and will not tolerate Child Abuse or discriminatory practices.
- 2.2 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 AFGVSA's other related policies and procedures.
- 2.3 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 AFGVSA's services, including through online technology and social media.
- 2.4 AFGVSAT and its staff meet the Child Safety Code of Conduct by:
 - 2.4.1 adhering to the Child Safe Policy at all times;
 - 2.4.2 taking all reasonable steps to protect children from abuse and harm;
 - 2.4.3 treating everyone with respect;
 - 2.4.4 acting as positive role models in their conduct with children;

- 2.4.5 working to prevent discrimination and actively promoting the participation and inclusion of all children, recognising in particular:
 - (a) Aboriginal and/or Torres Strait Islander children and young people;
 - (b) children from culturally and/or linguistically diverse backgrounds;
 - (c) children with a disability;
 - (d) children who identify as lesbian, gay, bisexual, trans and/or intersex; and
 - (e) children in and out of home care and youth justice.
- 2.4.6 modelling appropriate adult behaviour;
- 2.4.7 listening to children and responding to their needs appropriately;
- 2.4.8 reporting any allegations of Child Abuse (where appropriate to do so); Please see section 9 of Child Safety Policy for definition.
- 2.4.9 working with children in an open and transparent way; and
- 2.4.10 encouraging children to participate in matters important to them.

2.5 **Staff must not:**

- 2.5.1 work with children whilst under the influence of alcohol or illicit substances;
- 2.5.2 discriminate against any child or young person, including because of age, gender, race, culture vulnerability, sexuality, ethnicity or disability;
- 2.5.3 seek to use children in any way to meet the needs of adults;
- 2.5.4 ignore or disregard any concerns, suspicions or disclosure of child abuse or harm;
- 2.5.5 use discriminatory or oppressive behaviour or language with children;
- 2.5.6 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;
- 2.5.7 develop 'special' relationships with specific children or show favouritism through provision of gifts or inappropriate attention;
- 2.5.8 photograph or video a child without the consent of the child and/or their parents or guardian;
- 2.5.9 exchange personal contact details such as phone number, social networking sites or email addresses with children; or
- 2.5.10 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 Safe Policy by AFGVSA staff, members and volunteers may result in disciplinary action being taken against them, including possible termination of employment and/or cessation of involvement with the organisation.

Documents related to this policy	
Related policies	Child Safe Policy Alateen Safety and Behavioural Requirements Document
Forms, record keeping or other organisational documents	Policy Register

Reviewing and approving this policy	
Review of policy	Association
Approving policy and policy changes	Assembly
Frequency	Annually

Policy reviews and version tracking			
Review	Date Approved	Approved by	Next Review Due
1			
2			
3			