



Child Safe Code of Conduct

Quality Area 2: Children's Health and Safety

Relevant Legislation

Children (Education and Care Services National Law Application) ACT 2010
Education and Care Services National Regulations 2011
National Quality Standard for Early Childhood Education and Care: Elements 7.1, 7.2, 4.2, 4.2.1, 4.2.2

Aim / Rationale

This policy relates to conduct within the Pre-School. Ethical conduct guides the behaviour and decisions within the Pre-School setting and is founded in respect for, and the valuing of children, families, educators and staff and the extended service community.

Policy Goals

The Pre-School is committed to creating and maintaining an environment that promotes the safety of all children. This includes encouraging a culture where the prevention and reporting of abuse is supported and encouraged. All staff and volunteers are responsible for promoting the safety, wellbeing, and empowerment of children.

This Code of Conduct sets expectations for how adults in our Pre-School should behave around children. This is important to help prevent children from being harmed. Child abuse takes many forms and can include physical, sexual and psychological abuse, ill-treatment and neglect. Our Child Safe Policy provides more information about these different types of abuse.

This Code of Conduct identifies positive child safe behaviours that we encourage all adults to support. It also identifies behaviours that we consider unacceptable. Engaging in unacceptable behaviour is a breach of this Code of Conduct and may result in managerial or disciplinary action.

Some examples of concerning behaviours are also provided below. These are behaviours that on their own may not constitute a breach of the Code of Conduct but together may indicate a pattern of behaviour that poses a risk to the safety of children.

I WILL:

- ◇ Treat all children and young people with respect
- ◇ Listen to and value children and young people's ideas and opinions
- ◇ Welcome all children and their families and carers by being inclusive
- ◇ Actively promote cultural safety and inclusion
- ◇ Listen to children and respond to them appropriately

- ◇ Welcome parents and carers to participate in decisions about their child's safety
- ◇ Report any conflicts of interest (such as an outside relationship with a child)
- ◇ Adhere to all relevant Australian and NSW legislation and our child safe policies and procedures
- ◇ Work within a team to ensure that the needs of the child (and their family) remain the paramount focus
- ◇ Participate in all compulsory training
- ◇ Raise concerns with management if risks to child safety are identified, including cultural, environmental, and operational risks
- ◇ Report and act on any concerns or observed breaches of this Code of Conduct
- ◇ Take all reasonable steps to protect children from abuse
- ◇ Respect the privacy of children and their families by keeping all information about child protection concerns confidential
- ◇ Inform parents and carers if there are situations that need to be safely managed but are outside the boundaries of this Code of Conduct (such as driving a child to pre-school)
- ◇ Take a child seriously if they disclose harm or abuse
- ◇ Ensure breaches of this Code are reported immediately
- ◇ Uphold the rights of the child and always prioritise their needs

I WILL NOT:

- ◇ Condone or participate in illegal, unsafe or abusive behaviour towards children, including physical, sexual or psychological abuse, ill-treatment, neglect or grooming
- ◇ 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
- ◇ Fail to report information to police if I know a child has been abused
- ◇ Engage in unwarranted and inappropriate touching involving a child
- ◇ Persistently criticise and/or denigrate a child
- ◇ Deliberately prevent a child from forming friendships
- ◇ Verbally assault a child or create a climate of fear
- ◇ Offer children and young people alcohol, cigarettes or other drugs
- ◇ Show children pornographic images
- ◇ Encourage a child to communicate with me in a private setting
- ◇ Share details of sexual experiences with a child
- ◇ Use sexual language or gestures in the presence of children

I understand the following types of behaviour may be of concern:

Being alone with a child when there is no professional reason for doing so

Showing favour to one child over others

Babysitting, mentoring and/or tutoring a child out of work hours (without managerial approval for this kind of secondary employment)

All staff, volunteers, families and community members are encouraged to speak up if they have concerns about the safety of children. Complaints about a breach of this Code of Conduct must be reported in the first instance to the Director on 02 6226 1596 or director@yassmontessori.com.au

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. Our Grievance Policy provides more information about our reporting obligations to external authorities as well as describing protections and confidentiality provisions for anyone making a report. The policy can be found in the front foyer in Quality Area 7: Leadership and service management policy folder.

PLEASE NOTE: 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. 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.

I have read the Child Safe Code of Conduct and agree to abide by it and its terms.

Name:

Signature:

Date:

Evaluation

Educators, staff and volunteers in the service will conduct themselves in an ethical manner through clear processes in accordance with legislative and statutory guidelines.

Sources and References

- ✧ ECA Code of Ethics (2006)
- ✧ United Nations Convention of the Rights of the Child (1989)
- ✧ Early Childhood Australia www.eca.com.au

Links to other policies

Enrolment	Child Safe
Child Protection	Child Safe Recruitment, Induction and Training
Child Safe Environment	

Forms and procedures

Daily Checklists
Work, Health and Safety
Child Safe Risk Assessment
Child Safe Risk Management Plan

Policy Reviewed**Modifications****Next Review Date**

September 2022

Developed

2024 or when procedure,
practice or legislation
changes