

# CHILD SAFETY CODE OF CONDUCT

## French Bilingual Association Inc.

French Bilingual Association Inc. is committed to the safety and wellbeing of children and young people. Our community recognises the importance of, and a responsibility for, ensuring our organisation is a safe, supportive and enriching environment which respects and fosters the dignity and self-esteem of children and young people, and enables them to thrive in their learning and development.

This Code of Conduct aims to protect children and reduce any opportunities for child abuse or harm to occur. It also assists in understanding how to avoid or better manage risky behaviours and situations. It is intended to complement child protection legislation, Department policy, and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

All Committee members, contractors, volunteers, employees, coaches, and any other member of the organisation community involved in child-related work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour below. The Code of Conduct applies in all situations, including in the use of digital technology and social media.

### Acceptable behaviours

As Committee members, contractors, volunteers, employees, coaches, and any other member of the organisation's community involved in child-related work individually, we are responsible for supporting and promoting the safety of children by:

- adhering to French Bilingual Association Inc. child safe policy at all times
- taking all reasonable steps to protect children from abuse
- treating everyone with respect and honesty
- 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 child
- promoting the cultural safety, participation and empowerment of Aboriginal children
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds
- promoting the safety, participation and empowerment of children with a disability
- reporting any allegations of child abuse to French Bilingual Association Inc. Child Safety Person, and ensuring any allegation is reported to the police or child protection
- reporting any child safety concerns to French Bilingual Association Inc. Child Safety Person
- if an allegation of child abuse is made, ensuring as quickly as possible that the child(ren) are safe
- understanding and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse
- Contacting the police if a child is at immediate risk of abuse (telephone 000).

### Unacceptable behaviours

As Committee members, contractors, volunteers, employees, coaches, and any other member of the organisation's community involved in child-related work we must not:

- shame, humiliate, oppress, belittle or degrade children or young people
- discriminate against any child, including because of culture, race, ethnicity or disability

- develop any 'special' relationships with children that could be seen as favouritism or amount to 'grooming' behaviour (for example, the offering of gifts)
- 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
- engage in open discussions of a mature or adult nature in the presence of children
- ignore or disregard any suspected or disclosed child abuse
- communicate directly with a student through personal or private contact channels (including by social media, email, instant messaging, texting etc.) except where that communication is reasonable in all the circumstances, related to French Bilingual Association Inc. activities or where there is a safety concern or other urgent matter

Any person breaching this Code of Conduct will face disciplinary action, including and up to cessation of engagement with French Bilingual Association Inc.

*This Code of Conduct was endorsed by FBA Committee on 13 February 2018*

*To be reviewed annually and as required*