



JUMBUNNA COMMUNITY PRESCHOOL AND EARLY INTERVENTION CENTRE INC.

Date Approved:

Part 2 Child Safe Standards Code of Conduct

INTRODUCTION

We are 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 at Jumbunna 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.

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.

This Part 2 is to be followed in conjunction with Part 1 & 3 of the Code of Conduct.

ACTIONS - What we are going to do?

The Jumbunna community will uphold the highest standards in ethical conduct in accordance with the Early Childhood Australia Code of Ethics (2010), NDIS Code of Conduct, Early Childhood Intervention Australia Code of Ethics and the United Nations Convention on the Rights of the Child (1989) and service philosophy and policy.

PROCEDURES - How it will be done?

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, 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 educational program and any other matters about their 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
- 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:

General

- Condone or participate in behaviour with a child that is illegal, unsafe or abusive
- 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 a child
- Fail to report information to police if I know, believe or reasonably ought to know that a child has been abused
- Trivialise the subject of child abuse, such as telling jokes that make light of children being hurt
- Use unacceptable language or telling unacceptable stories or jokes in front of children

Physical Abuse

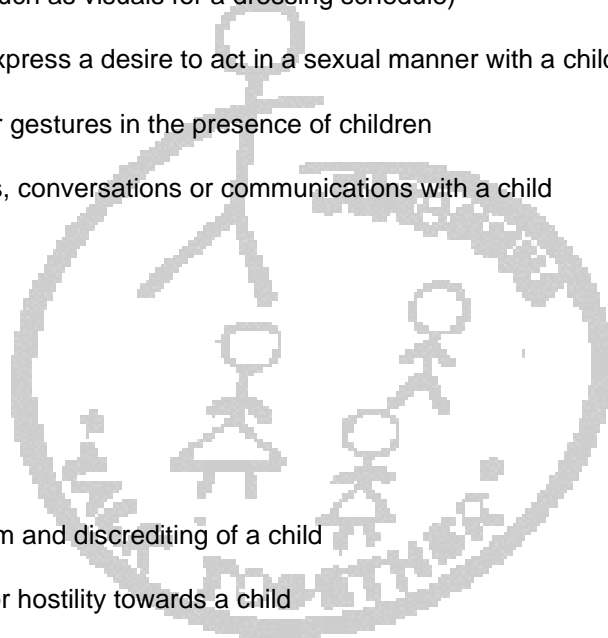
- Hit, strike, punch, kick or slap a child
- Engage in rough physical games
- Throw items at or use items to hurt a child
- Drag or push a child
- Threaten to hurt a child through words or gestures, regardless of whether the person actually intends to apply force
- Use hostile force towards a child and/or a pattern of hostile or unreasonable and seriously inappropriate physical conduct

Sexual Abuse

- Sexually touch a child
- Have sexual contact with a child
- Masturbate in front of a child or exposing genitals
- Possess or create child abuse material
- Share sexually explicit photos of a child
- Expose a child to pornography or other indecent material
- Give a child gifts, food, money, attention or affection in exchange for sexual activities or images
- Not respect the privacy of a child when they are using the bathroom or changing
- Communicate (including online) with a child about romantic, intimate or sexual feelings for a child
- Use a camera to record a child while they are dressing, bathing or using the bathroom (Unless for educational purposes such as visuals for a dressing schedule)
- Make comments that express a desire to act in a sexual manner with a child
- Use sexual language or gestures in the presence of children
- Make sexual comments, conversations or communications with a child

Emotional Abuse

- Tease a child
- Yell at a child
- Bully a child
- Make persistent criticism and discrediting of a child
- Persistent rejection of or hostility towards a child
- Refuse to acknowledge a child's worth and the legitimacy of their needs
- Deliberately prevent a child from forming friendships
- Deprive a child of essential stimulation and responsiveness
- Encourage a child to engage in destructive, antisocial behaviour
- Expose a child to family violence
- Make a child feel worthless, unloved, alone or frightened



Neglect

- Deprive a child of necessities such as food and drink, clothing, critical medical care or treatment, or shelter
- Fail to protect a child from abuse (such as, failing to report abuse when a child discloses it or when a staff member observes it)
- Expose a child to a harmful environment (such as, an environment where there is illicit drug use or illicit drug manufacturing)
- Fail to adequately supervise a child, resulting in injury or harm

III Treatment

- Make excessive and/or degrading demands of a child
- Discipline or correct a child in an unreasonable and seriously inappropriate or improper manner
- Make seriously inappropriate and/or degrading comments or behaviour towards a child
- Use repeated hostility towards a child
- Use seclusion and other types of restrictive practices
- Lock up a child in a room
- Push a child to perform when they are injured

Grooming

- Engage in unauthorised contact with a child online for the purpose of developing a sexual relationship
- Use a computer, mobile phone, camera or other device to exploit or harass a child
- Have unacceptable personal communication that explores sexual feelings or intimate personal feelings with a child
- Share details with a child of one's own sexual experiences
- Inappropriately extend a relationship with a child outside of work
- Give a child special attention or isolate them from peers with the intention of making it easier to access the child for sexual activity
- Offer a child gifts, food, cigarettes, money, attention or affection with the intention of making it easier to access the child for sexual activity
- Make close physical contact, like inappropriate tickling and 'play' wrestling.

Evaluation

All staff and representatives of Jumbunna will conduct themselves in an ethical manner through clear processes in accordance with legislative and statutory guidelines.

This policy is discussed at staff meetings, during Person Centred Supervision, reminders in staff newsletters and at least annually as whole team training. All staff and Board members have access to this on the Microsoft Office Teams platform.

The Approved Provider delegates to the Nominated Supervisor that all policies and procedures meet the regulations and are followed.

The Approved Provider ensures this by communication with the Nominated Supervisor by informal and formal avenues (eg verbal discussions, Board Meetings and viewing required paperwork, Teams Platform).

Statutory Legislation & Consideration

- Children (Education and Care Services National Law Application) Act 2010
- Education and Care Services National Regulations 2011
- NDIS Quality and Safeguards Commission – Code of Conduct 2018
- Children (Education and Care Services) Supplementary Provisions Regulation 2019
- Children (Education and Care Services) Supplementary Provisions Act 2011

Sources

- ECA Code of Ethics (2006)
- United Nations Convention on the Rights of the Child (1989)
- Early Childhood Australia www.eca.com.au
- Office of Children's Guardian Child Safe Standards (2021)

Links to other policies

- Child Protection
- Staff Selection
- Interactions with Children
- Complaints and Feedback
- Confidentiality
- Client Safety Security

Links to Education and Care Services National Regulations: 168

Links to National Quality Standards/Elements: 4.2.1

