

CODE OF CONDUCT

Child Safety Code of Conduct 04 /2018

The Philanthropic Collective is committed to the safety and wellbeing of children and young people. Our organisation recognises the importance of, and a responsibility for, ensuring projects we are involved with provide 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, school policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

The Philanthropic Collective Board will support implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive, safe and orderly environments. The Philanthropic Collective Board will also provide information and support to enable the Code of Conduct to operate effectively.

All staff, contractors, volunteers and any other member of the 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 events and in the use of digital technology and social media.

Acceptable behaviours

As staff, volunteers, contractors, and any other member of the community involved in child-related work individually, we are responsible for supporting and promoting the safety of children by:

- upholding The Philanthropic Collective's statement of commitment to child safety at all times, and adhering to The Philanthropic Collective's child safe policy.
- treating children and families in the community with respect both during events organised by The Philanthropic Collective and as part of normal social and community activities.
- listening and responding to the views and concerns of students, particularly if they are telling you that they or another child has been abused or that they are worried about their safety/the safety of another child

- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander students
- promoting the cultural safety, participation and empowerment of students with culturally and/or linguistically diverse backgrounds
- promoting the safety, participation and empowerment of students with a disability
- reporting any allegations of child abuse or other child safety concerns to The Philanthropic Collective leadership
- understanding and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse.
- if child abuse is suspected, ensuring as quickly as possible that the child(children) are safe and protected from harm.

Unacceptable behaviours

As staff, volunteers, contractors, and any other member of the community involved in child-related work we must not:

- ignore or disregard any concerns, suspicions or disclosures of child abuse
- develop a relationship with any child that could be seen as favouritism or amount to ‘grooming’ behaviour (for example, offering gifts)
- exhibit behaviours or engage in activities with children which may be interpreted as abusive and not justified by the educational, therapeutic, or service delivery context
- ignore behaviours by other adults towards children when they appear to be overly familiar or inappropriate
- discuss content of an intimate nature or use sexual innuendo with children, except where it occurs relevantly in the context of parental guidance, delivering the education curriculum or a therapeutic setting
- treat a child unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity.
- communicate directly with a child 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 or where there is a safety concern or other urgent matter
- photograph or video a child except in accordance with The Philanthropic Collective’s policy or where required for duty of care purposes
- At events where children are present, consume alcohol contrary to The Philanthropic Collective’s policy or take illicit drugs under any circumstances.

This Code of Conduct was endorsed/approved by the The Philanthropic Collective on 26.04.18 for review if legislative or other changes require in the interim or no later than December 2018.