

Collingwood Children's Farm Child Safety Code of Conduct

Collingwood Children's Farm (CCF) is committed to the safety and wellbeing of children and young people. The CCF community recognises the importance of, and a responsibility for, ensuring CCF is a safe, supportive and enriching environment which respects and fosters the dignity and self-esteem of children and young children 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 and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

CCF management and staff will support implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive, safe spaces and learning environments. Management 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 CCF 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 Farm related activities, including events and in the use of digital technology and social media.

ACCEPTABLE BEHAVIOURS

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

- upholding the Farm's statement of commitment to child safety at all times and adhering to the child safe policy.
- treating students and families in the Farm community with respect both within the Farm environment and outside the Farm environment 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 safety, participation and empowerment of students with a disability
- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait

Islander students and those students with culturally and/or linguistically diverse backgrounds

- reporting any allegations of child abuse or other child safety concerns to management and or police/DHS.
- understanding and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm and abuse.
- if child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm.

UNACCEPTABLE BEHAVIOURS

As staff, volunteers, contractors and any other member of the CCF 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 student that could be seen as favouritism or amount to 'grooming' behaviour (for example, giving gifts)
- exhibit behaviours or engage in activities with students which may be interpreted as abusive and not justified by the educational, therapeutic, or service delivery context
- ignore behaviours by other adults towards students when they appear to be overly familiar or inappropriate
- discuss content of an intimate nature or use sexual innuendo with students, 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 student through personal or private contact channels (including by social media, email, instant messaging, texting etc) except where that communication is reasonable in all circumstances, related to school work or extra-curricular activities or where there is a safety concern or other urgent matter
- photograph or video a child in the Farm environment except in accordance with policy or where required for duty of care purposes
- in the Farm environment or at other events where students are present during regular Farm operating hours, consume alcohol or take illicit drugs under any circumstance