

CENTRECARE CODE OF CONDUCT

Child Safety



Purpose

This Code of Conduct affirms the minimum standard of conduct expected of all Centrecare staff, volunteers, and contractors when working with children and young people (under 18). It must be read in conjunction with Centrecare's Code of Ethics and relevant child safety policies.

Our Commitment

Centrecare is committed to:

- Prioritising the best interests of children.
- Taking prompt action to ensure children are safe.
- Respecting and incorporating children's wishes into service planning and delivery.
- Acting in accordance with Centrecare's child safety and wellbeing policies at all times.
- Listening and responding to the views and concerns of children, especially if they communicate (verbally or non-verbally) that they do not feel safe or well.
- Demonstrating appropriate personal and professional boundaries.
- Considering and respecting the diverse backgrounds and needs of children.
- Creating an environment that promotes and enables children's participation and is welcoming, culturally safe, and inclusive for all children and their families.
- Involving children in making decisions about activities, policies, and processes that concern them wherever possible.
- Identifying and mitigating risks to children's safety and wellbeing as required by Centrecare's risk assessment and management policy.
- Responding to any concerns or complaints of child harm or abuse promptly and in line with Centrecare's policy and procedure for receiving and responding to complaints.

Expected Behaviours

All staff, volunteers, and contractors will:

- Act in accordance with Centrecare's child safety and wellbeing policies and procedures at all times.
- Behave respectfully, courteously, and ethically towards children, their families, and colleagues.
- Listen and respond to the views and concerns of children, particularly if they communicate (verbally or non-verbally) that they do not feel safe or well.
- Promote the human rights, safety, and wellbeing of all children in Centrecare.
- Demonstrate appropriate personal and professional boundaries.
- Consider and respect the diverse backgrounds and needs of children.
- Create an environment that promotes and enables children's participation and is welcoming, culturally safe, and inclusive for all children and their families.
- Involve children in making decisions about activities, policies, and processes that concern them wherever possible.
- Contribute, where appropriate, to Centrecare's policies, discussions, learning, and reviews about child safety and wellbeing.
- Identify and mitigate risks to children's safety and wellbeing as required by Centrecare's risk assessment and management policy or process.

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- Respond to any concerns or complaints of child harm or abuse promptly and in line with Centrecare's policy and procedure for receiving and responding to complaints.
- Report all suspected or disclosed child harm or abuse as required by relevant legislation and by Centrecare's policy and procedure on internal and external reporting.
- Comply with Centrecare's protocols on communicating with children.
- Comply with relevant legislation and Centrecare's policies and procedures on record keeping, information sharing and external reporting procedures.

Unacceptable Behaviours

Staff, volunteers, and contractors must NOT:

- Engage in any unlawful activity with or in relation to a child.
- Engage in any activity that is likely to physically, sexually, or emotionally harm a child.
- Unlawfully discriminate against any child or their family members.
- Be alone with a child unnecessarily.
- Arrange personal contact, including online contact, with children for a purpose unrelated to Centrecare's activities.
- Disclose personal or sensitive information about a child, including images of a child, unless the child and their parent or legal guardian consent or unless required to do so by Centrecare's policy and procedure on reporting.
- Use inappropriate language in the presence of children or show or provide children with access to inappropriate images or material.
- Work with children while under the influence of alcohol or prohibited drugs.
- Ignore or disregard any suspected or disclosed child harm or abuse.

Reporting and Accountability

If you believe this Code of Conduct has been breached:

- Act to prioritise the best interests of children.
- Take prompt action to ensure children are safe.
- Report concerns to your manager, Centrecare's Co-Chairs of Safeguarding Children Working Group, the Director, or General Manager.
- Follow Centrecare's policies and procedures for receiving and responding to complaints and concerns.
- Comply with legislative requirements on reporting and Centrecare's internal and external reporting procedures.

Supporting Policies

- Code of Ethics
- Child Wellbeing Policy
- Reportable Conduct Policy
- Child Abuse Policy
- Risk Management Framework

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Acceptance

I accept and understand the requirements and expectations outlined in this Code of Conduct for Child Safety. I agree to abide by this Code during my employment or engagement with Centrecare. I understand that breaches of this Code may lead to disciplinary action or termination of my employment or engagement.

Signature: _____

Full Name: _____

Date: _____