

## Child Safe Code of Conduct

As an employee, contractor or volunteer, I am responsible for promoting the safety and wellbeing of children and young people in this workplace.

### I will not:

- Subject a child to any form of corporal punishment, social isolation, immobilisation, sexual suggestion, offence or misconduct.
- Direct a child to perform in a sexually provocative or unsafe manner.
- Communicate with a child in ways that are likely to humiliate, frighten or distress the child.
- Use tobacco products or possess or be under the influence of alcohol or illegal drugs at any time while working with children.
- Develop any 'special' relationships with children that could be seen as grooming/favouritism such as the offering of gifts or special treatment.
- Do things of a personal nature that a child can do for themselves, such as toileting or changing clothes.

### I will:

- Treat children with respect and be a positive role model in my conduct with them.
- Communicate with the children in an age appropriate and realistic manner.
- Set clear boundaries about appropriate behaviour between myself and a child.
- Only have physical contact with a child in ways which are appropriate to my professional or agreed role and responsibilities.
- Be willing to listen and respond appropriately to a child's views and concerns.
- Respond quickly, fairly and transparently to any serious complaints made by a child or related to a child.
- Abide by my reporting obligations in relation to the employer's Incident Register.
- Abide by the mandatory Code of Practice as part of the Children's Guardian Regulation 2022.

Declaration
I agree to abide by this Child Safe Code of Conduct.
Print Name
Signature
Date

**Please return completed form to Human Resources**

*Email: [careers@warrumbungle.nsw.gov.au](mailto:careers@warrumbungle.nsw.gov.au)*