

ECSC CHILD SAFE CODE OF CONDUCT

Introduction

Ethnic Community Services Cooperatives' services deliver multicultural care and support services, provide bicultural and bilingual supports, value and develop the capabilities of our diverse workforce, build multicultural capacity in service networks, and contribute a progressive voice in the multicultural policy arena.

Conduct towards all people is expected to reflect the principles of human dignity, informed choice and ethical practice, and ECSC's values of diversity, empowerment, respect, social justice and trust.

ECSC Code of Conduct and its companion, the **ECSC Child Safe Code of Conduct**, guide our Board, members, staff, contractors, students and volunteers by setting appropriate and ethical conduct that promotes the health, safety and wellbeing of participants and workers.

All Directors, staff, contractors, students, and volunteers must agree to abide by **ECSC's policies and procedures**.

ECSC Codes of Conduct

The **Child Safe Code of Conduct** is entirely consistent with the **ECSC Code of Conduct** and has additional details that are specific to preschool children. They are complementary documents and should be utilised together.

The Child Safe Code of Conduct guides all personnel on how to behave with children in our organisation and with children in organisations we work with.

Our Board, staff, contractors, students and volunteers must agree to abide by both ECSC codes of conduct.

Background to the Child Safe Code of Conduct

The children with whom we work are primarily under 5 years of age. Their voices and those of their parents and carers will be requested and heard, so that their ideas and concerns can, wherever practicable, be included in policy and practice.

ECSC Child Safe Code of Conduct is adapted from, and takes its lead from, the Australian Government Human Rights Commission.

The Board, staff, contractors, students, and volunteers of ECSC are responsible for the safety and wellbeing of participants who engage with ECSC.

They are expected to act in accordance with this Child Safe Code of Conduct in their physical and online interactions with children and young people under the age of 18 years.

I will:

- Act in accordance with ECSC's child safety and wellbeing policies and procedures at all times.
- Behave respectfully, courteously and ethically towards children and their families and towards other staff.

	<ul style="list-style-type: none"> ▪ 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 ▪ 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 ECSC’s policies, discussions, learning and reviews about child safety and wellbeing. ▪ Identify and mitigate risks to children’s safety and wellbeing as required by ECSC’s risk assessment and management process. ▪ Respond to any concerns or complaints of child harm or abuse promptly and in line with ECSC’s policy and procedure for receiving and responding to complaints. ▪ Report all suspected or disclosed child harm or abuse as required by Children and Young Persons (Care and Protection) Act 1998, Work Health and Safety Act 2011, Child Protection (Working with Children) Act 2012, Sect 43 b & 316 a Crimes Act 1900 (NSW) ▪ Report all suspected or disclosed child harm or abuse as required by ECSC policy and procedures internal and external reporting ▪ Comply with Privacy and Personal Information Protection Act and ECSC’s policies and procedures on record keeping and information sharing.
<p>I will NOT:</p>	<ul style="list-style-type: none"> ▪ 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 I am working with for a purpose unrelated to ECSC’s activities. ▪ Disclose personal or sensitive information about a child, including images of a child, unless the child and their parent or legal guardian consents or unless I am required to do so by ECSC’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.

	<ul style="list-style-type: none"> ▪ Work with children while under the influence of alcohol or prohibited drugs. ▪ Ignore or disregard any suspected or disclosed child harm or abuse.
<p>If I think this Code of Conduct has been breached by another person in ECSC I will:</p>	<ul style="list-style-type: none"> ▪ Act to prioritise the best interests of children. ▪ Take actions promptly to ensure that children are safe. ▪ Promptly report any concerns to my manager and the Chief Executive Officer ▪ Follow ECSC’s policies and procedures for receiving and responding to complaints and concerns. ▪ Comply with legislation on reporting - Children and Young Persons (Care and Protection) Act 1998, Work Health and Safety Act 2011, Child Protection (Working with Children) Act 2012, Sect 43 b & 316 a Crimes Act 1900 (NSW) if relevant, and with ECSC’s policy and procedure on internal and external reporting.
<p>I agree to abide by this Child Safe Code of Conduct during my employment with ECSC.</p> <p>I understand that breaches of this Child Safe Code of Conduct may lead to disciplinary action or termination of my employment with ECSC.</p>	<p>..... Signature</p> <p>..... Full Name</p> <p>..... Date</p>