

Benalla Migrants Association Incorporated Child Safety Code of Conduct



Help for non-English speakers

If you need help to understand this policy, please contact President, Benalla Migrants Association.

Purpose

Our Child Safety Code of Conduct sets out the expected behaviour of adults with children and young people when interacting in child-connected work.

All Benalla Migrants Association's staff, volunteers, contractors, service providers, management committee members and any other adult involved in child-connected work must follow the Child Safety Code of Conduct.

The Child Safety Code of Conduct applies to all physical and online environments used by children. It also applies during or outside of program hours and in other locations provided by the association for children use.

Acceptable behaviours

As Benalla Migrants Association Incorporated's (BMA) staff, volunteers, contractors, and any other member of our community involved in child-connected work, we are responsible for supporting and promoting the safety of children by:

- always upholding our BMA's commitment to child safety and adhering to BMA Child safe and wellbeing policy
- treating students and families in our community with respect in our association's environment and outside our association's environment as part of normal social and community activities
- listening and responding to the views and concerns of students, particularly if they disclose that they or another child or student has been abused or are worried about their safety or the safety of another child or student
- promoting the cultural safety, participation and empowerment of Aboriginal students, students with culturally and/or linguistically diverse backgrounds, students with a disability, international students, students who are unable to live at home and lesbian, gay, bisexual, transgender and intersex (LGBTIQ+) students
- ensuring, as far as practicable, that adults are not alone with a student – one-to-one interactions between an adult and a student are to be in an open space or in line of sight of another adult.
- reporting any allegations of child abuse or other child safety concerns to Child Safety Officer (Registered Nurse) – Alice Crichton via email to info@benallamigrants.org.au or to the Commission for Children and Young People (CCYP) via 1300 782 978. Interpreter services are available through 13 14 15.
- understanding and complying with all reporting and disclosure obligations (including mandatory reporting) in line with our child safety responding and reporting policy and procedures <https://ccyp.vic.gov.au/resources/child-safe-standards/#TOC-7>.
- if child abuse is suspected, ensuring as quickly as possible that the child/children are safe and protected from harm.

Unacceptable behaviours

As Benalla Migrants Association Incorporated's staff, volunteers, contractors, members and member of our community involved in child-connected work we must not:

- ignore or disregard any concerns, suspicions or disclosures of child abuse or harm
- develop a relationship with any student that could be seen as favouritism or amount to 'grooming' behaviour (for example, by offering gifts)
- display behaviours or engage with children in ways that are not justified by the educational or professional context
- ignore an adult's overly familiar or inappropriate behaviour towards a child
- discuss intimate topics or use sexualised language, except when needed to deliver the educational or professional guidance in your trained, qualified or expert field.
- treat a child or student 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 the circumstances, related to association's work or program activities or where there is a safety concern or other urgent matter
- photograph or video a child in an educational environment except in accordance with the consent of the children's guardian or parent's written permission or where required for duty of care purposes
- consume alcohol or take illicit drugs in the educational programs and events where children are present
- have contact with any student outside of program hours except when needed to deliver the program curriculum or professional guidance and parental permission has been sought.

Breaches to the Child Safety Code of Conduct

All Benalla Migrants Association's staff, volunteers, contractors, members and any other member of the community involved in child-connected work who breach this Child Safety Code of Conduct may be subject to disciplinary procedures in accordance with their employment agreement or relevant industrial instrument, professional code or terms of engagement.

In instances where a reportable allegation has been made, the matter will be managed in accordance with the Child Protection Victoria (<https://services.dffh.vic.gov.au/child-protection>) and may be subject to referral to Victoria Police (000).

All breaches and suspected breaches of the BMA Child Safety Code of Conduct must be reported to 000 in an emergency, if not an emergency please report to the President and Child Safety Officer (Registered Nurse) – Alice Crichton. Her contact details are 0438 672 729 (mobile) info@benallamigrants.org.au (email).

Approval and review

Created date	10/08/2022
Consultation	Consultation with the Benalla Migrants Association Inc's committee of management is conducted.
Endorsed by	Punarji Hewa Gunaratne, President
Endorsed on	10/08/2022
Next review date	10/08/2024