

As a child and young person centred service provider, focused on the wellbeing of children and young people, Youth Off The Streets (YOTS) does not tolerate child abuse and its commitment to being a Child Safe organisation is paramount.

All YOTS Workers (employees, board directors, volunteers, contractors & sub-contractors); should conduct themselves in a manner consistent with the organisation's PRIDE values, Restorative Practice Principles and their role to be a positive role model to children and young people.

YOTS Workers must be concerned about perception and appearance in their language, actions and relationships with children and young people. This includes both physical and online interactions. YOTS Workers should seek to maintain the organisation's professional reputation and uphold the principles outlined in this Child Safe Code of Conduct.

YOTS has developed the Child Safe Code of Conduct as part of its commitment to protect children and young people, by providing clear behavioural guidelines and expectations that comply with Child Protection laws in the states where YOTS provides services.

The following basic principles must be followed by YOTS Workers in the course of carrying out their work and/or during their relationship with YOTS. Note that allegations of breaches of these principles that occur prior to working at YOTS or outside of work hours can constitute Reportable Conduct and will be dealt with under YOTS Reportable Conduct Policy and Procedure.

I WILL:

- Conduct myself in a manner that is consistent with YOTS values and act in accordance with YOTS Child Safe Policy and Procedures at all times.
- Provide a welcoming, inclusive and culturally safe environment for all children, young people, parents, staff and volunteers.
- Report any concerns or allegations of child abuse in accordance with YOTS Mandatory Reporting Procedures and Reportable Conduct Procedures within 24 hours.
- Create an environment that promotes and enables children and young people's participation and decision - making about activities, policies and processes that concern them wherever possible.
- Treat all children with dignity and respect regardless of gender, race, religious or political beliefs, age, physical or mental health, sexual orientation, family and social background and culture, economic status or criminal background.
- Take responsibility for ensuring I am accountable for my own behaviour towards children and young people by respecting professional boundaries and not engaging

in any behaviour that could be interpreted as concerning or inappropriate. Wherever possible, ensure that two or more adults are present when working in the proximity of children and young people. Where this is not practicable ensure one on one meetings are conducted in YOTS professional offices, public places and logs are kept of meetings.

- Report instances of a risk of significant harm to children and young people that come to my knowledge in the course of my work, to the relevant government authorities.
- Use any computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass children or young people to access child pornography through any medium.
- Comply with all relevant Australian and legislation, including labour laws in relation to child labour.
- Consult with my Manager if I have any questions regarding child protection and how it relates to my work/relationship with YOTS.

Comply with YOTS policies and procedures to safeguard children and young people's rights in regards to privacy, record keeping, information sharing and incident reporting.

I WILL NOT:

- Use language or behaviour towards children and young people that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- Act in ways intended to shame, humiliate, belittle or degrade children and young people, or otherwise perpetrate any form of emotional abuse.
- Fondle, hold, kiss, hug or touch children and young people in an inappropriate or culturally insensitive way.
- Hit or otherwise physically assault or physically abuse children and young people
- Engage in any discipline or punishment of children and young people intended to humiliate or frighten a child or young person. Any practices that take the form of physical coercion or physical punishment (including corporal punishment), immobilization, force-feeding and deprivation of food are prohibited.
- Engage in any form of sexual activity or develop intimate/sexual relationships with anyone under the age of 18 regardless of the age of consent locally. Mistaken belief in the age of a child is not a defence.
- Use tobacco products, vape or possess or be under the influence of alcohol or illegal drugs on YOTS premises or at any time while working with children and young people at YOTS.
- Engage in any form of sexual activity or develop physical/sexual relationships with anyone over the age of 18 who is a current or former client of YOTS.
- Develop relationships with children and young people which could in any way be deemed exploitive or abusive.

- Sleep in the same room or bed as a child or young person with whom I am working with.
- Do things for children and young people I am working with of a personal nature that they can do for themselves.
- Condone or participate in behaviour of children or young people which is illegal, unsafe or abusive.
- Discriminate against, show differential treatment to, or favour particular children or young people to the exclusion of others.
- Spend excessive time alone with children and young people I am working with away from others.
- Engage in any form of commercial exploitation of a child or young person.
- Provide shelter for children or young people I am working with in my home.
- Seek to make contact and spend time with any child or young person I am working with outside of my professional capacity at YOTS.
- Invite or have an unaccompanied child or young person I am working with into my home, unless they are at immediate risk of injury or in physical danger.
- Use computers, mobile phones, video and digital cameras for the purpose of exploiting or harassing children or young people.
- Share my personal contact details (email, phone numbers, social media sites, address etc) with any child or young person that is a current or former client of YOTS
- Ask for or accept the personal contact details (email, phone numbers, social media sites, address etc) of any child or young person associated with YOTS and its services, except if it relates to YOTS programs.
- Meet with or communicate with any child or young person associated with YOTS and its services outside of my professional capacity and agreed role and responsibilities.

Confirmation of Understanding

I agree to be bound by this Child Safe Code of Conduct. I confirm that I have read and understood its implications and that I understand I have a personal responsibility to uphold the Code. If I become aware of behaviours inconsistent with the Code I will report it appropriately.

Date: _____

Staff, volunteer or board member
signature

Staff, volunteer or board member name
(printed)

Witness Name (printed)

Witness Signature

7.0 Related Documents

Title and document number	Owner
Child Safe Policy	CEO
Company Code of Conduct	P&C
Reportable Conduct Procedure	OC
School Child Safe Procedures	OC
Mandatory Reporting Procedures	OC

8.0 Revision Table

Version number	Reason/description	Date
2.0	Updated to reflect NESA and Child Safe Standards	May 2020
3.0	Review Child Safe Standards for Board approval	July 2020