



CODE OF CONDUCT – Child Safety

All staff, students, volunteers and board members of East Grampians Health Service (EGHS) are required to observe child safe principles and behave appropriately towards and in the company of children, as noted below.

All personnel of EGHS are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to EGHS child safe policy and upholding EGHS statement of commitment to child safety at all times
- taking all reasonable steps to protect children from abuse
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused and/or are worried about their safety or the safety of another
- if an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe
- reporting any child safety concerns or allegations of abuse as in accordance with EGHS Child Protection and Child Wellbeing SOPP's.
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.
- promoting the cultural safety, participation and empowerment of Aboriginal children, children from culturally and/or linguistically diverse backgrounds and children with a disability.

Staff and volunteers must not:

- ignore or disregard any suspected or disclosed child abuse.
- develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)
- exhibit behaviours with children which may be construed as unnecessarily physical (for example inappropriate sitting on laps. Sitting on laps could be appropriate sometimes, for example while reading a storybook to a small child in an open plan area)
- put children at risk of abuse
- do things of a personal nature that a child can do for themselves, such as toileting or changing clothes
- engage in open discussions of a mature or adult nature in the presence of children
- use inappropriate language in the presence of children
- express personal views on cultures, race or sexuality in the presence of children
- discriminate against any child, including because of culture, race, ethnicity or disability
- have inappropriate contact with a child or their family, including online communication.

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to EGHS Child Safety Officer - Director of Clinical Services.

If you believe a child is at immediate risk of abuse phone 000.

I agree to adhere to this Code of Conduct:

Name:

Signature:

Date:

Employee Number: