

All paid and unpaid staff, including Board members, volunteers, students, interns, and trainees of Starick are responsible for the safety and wellbeing of children and young people who engage with Starick.

All paid and unpaid staff are expected to act in accordance with Starick’s Child Safety Code of Conduct Policy and this Code of Conduct in their physical and online interactions with children and young people under the age of 18 years.

POSITIVE CHILD SAFE BEHAVIOURS

I WILL:

- Adhere to Starick’s suite of child safe policies and procedures.
- Uphold the United Nations Rights of the Child.
- Treat all children and young people with respect.
- Listen to and value children and young people’s ideas and opinions.
- Take seriously complaints and disclosures made by children and young people to support them through the process to speak up.
- Actively promote cultural safety, spirituality and inclusion.
- Focus on preventing, identifying, and mitigating risks to child safety.
- Educate children and young people about their rights and consult with them in decisions that affect them.
- Inform and involve families in promoting child safety and wellbeing through two-way communication.
- Act as a positive role model in my conduct.
- Raise concerns with management if risks to child safety are identified, including cultural, environmental, and operational risks.
- Report any conflicts of interest, such as an outside relationship with a child or young person.
- Report and act on any concerns or observed breaches of this Code of Conduct.
- Respect the privacy of children and their families and maintain confidentiality.
- Call the police if a child is at serious risk of harm.

I WILL NOT:

- Ignore or disregard any concerns, suspicions, or disclosures of child abuse.
- Shame, humiliate, coerce, belittle, or degrade children or young people.
- Discriminate against any child or young person based on their age, gender identity, sex, race, cultural or sexual orientation.
- Display violent behaviour towards a child or young person
- Engage in any activity with a child or young person that is likely to harm them in any way.

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- Initiate physical contact with a child or young person or do things of a personal nature they can do for themselves.
- Be alone with a child or young person unnecessarily.
- Show favouritism, give gifts or benefits to one child or young person over others.
- Arrange personal contact or online contact, with children or young people outside of Starick's services, programs and activities.
- Photograph or video a child or young person without their verbal consent and the written consent of the parent or carer.
- Use my personal mobile phone or any personal portable devices to photograph or video a child or young person.
- Post any photos or videos taken at work on social media
- Work with children or young people while under the influence of alcohol or drugs.
- Engage in open discussions of a mature or adult nature in the presence of children.
- Use inappropriate language in the presence of children; or
- Do anything in breach of Starick's policies and procedures or this Code of Conduct.

I UNDERSTAND THE FOLLOWING TYPES OF BEHAVIOUR MAY BE A CAUSE FOR CONCERN

- Being alone with a child when there is no professional reason for doing so.
- Showing favour to one child over others.
- Babysitting, mentoring and/or tutoring a child out of work hours (without managerial approval for this kind of secondary employment/volunteering).
- An adult asking a child to keep a secret, including a relationship with an adult - for example, a staff member encouraging a child to spend time alone with them and instructing the child not to tell others about this time.

SIGNATURE

I have read and understand Starick's Child Safety Code of Conduct Policy and the Code of Conduct and agree to abide by it and its terms.

Name: _____

Signature: _____

Date: ___/___/___

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