Intereach Child Safe Code of Conduct

Intereach is committed to providing an open, welcoming and safe environment for all children and young people who take part in the services and activities we offer.

Our Child Safe Code of Conduct outlines appropriate standards of behaviour by adults towards children. It aims to protect children and reduce opportunities for abuse or harm to occur. It also helps workers by providing them with guidance on how to best support children and how to avoid or better manage difficult situations.

All workers will ensure that at all times they display appropriate standards of behaviour towards children, so that children's rights are respected, they feel safe and protected and their concerns are taken seriously.

Any behaviour that is harmful, disrespectful or inappropriate is a serious breach of this Code of Conduct. Such behaviour will lead to immediate action, which may include, disciplinary measures and/or termination of employment or engagement and reporting to relevant authorities. Our priority is to ensure children are safe and protected at all times.

This Code is about keeping children and young people safe. To make it simple, we use the word 'child/ren' throughout to mean both children and young people.

Do	Treat children with respect and honesty at all times. Use kind, clear language, never shame or belittle a child, and ensure that no child is subjected to inappropriate conduct, including humiliating, frightening, or degrading behaviour.
Do	Listen to and value children's ideas and opinions. Take their views seriously and act promptly on safety concerns.
Do	Create a culturally safe environment, especially for Aboriginal and Torres Strait Islander children. Ask, don't assume, and adapt practice to family preferences.
Do	Be a positive role model. Demonstrate safe, calm, and fair behaviour in all interactions.
Do	Keep relationships professional. No private meet-ups, gifts, or special treatment. Use only approved communication channels.
Do	Follow our Child Safe Policy and the law. If policy and safety conflict, choose child safety and report. (see resource on Child Safe Policy).

Do	Declare any real or perceived conflicts of interest, including outside roles involving child, young person or family, or social media connection.
Do	Report safety concerns immediately. Notify your supervisor and, where required, report directly to regulators or police. Serious incidents must be reported within 24 hours.
Do	Respect privacy of children and young people and their families. Keep information about children and families confidential, except when sharing with regulators, child protection, or police as required by law.
Do	Obtain informed consent for activities. Seek parental/carer consent and consider the child's views, especially for transport or off-site activities.
Do	Ensure visibility in one-to-one situations. Avoid being alone with a child; if unavoidable, use open spaces and keep doors open.
Do	Advocate the rights of the child or young person. Always prioritise their safety and wellbeing and escalate concerns if internal responses are adequate.
Do	Record and act on complaints of abuse. Document incidents promptly, store records securely, and act within required timeframes.

Do Not	Engage in illegal, unsafe, or abusive behaviour. This includes physical, sexual, or psychological abuse, ill-treatment, or neglect.
Do Not	Engage in or allow any inappropriate conduct towards children, including unreasonable discipline, humiliation, or frightening behaviour.
Do Not	Develop 'special' relationships with children or young people. Do not give gifts, offer special favours, keep secrets or use personal accounts to contact children or young people.
Do Not	Ignore or dismiss concerns, or disclosures. Never delay or prevent reporting - must be all suspicions must be reported immediately to relevant statutory authorities
Do Not	Provide personal care unless part of your role. Only assist with tasks such as toileting or changing clothes if it is part of your duties, done respectfully, with consent, and in line with the child's care plan.

Do Not	Use digital platforms to communicate privately with children outside organisational policy (e.g., personal social media accounts).
Do Not	Consume, possess, or be under the influence of alcohol, illegal drugs, or vaping devices while responsible for children.
Do Not	Retaliate against or discourage a child, family member, or staff member from raising safety concerns.

Worker Signature

I have read this Code of Conduct and agree to abide by it and its terms.			
Name		**Position**	
Signature		**Date**	
Review		**Date**	