

CHILD SAFETY CODE OF CONDUCT

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Policy number	4	Version	2.0
Drafted by	Josephine Stewart	Approved by board on	20/11/2025
Responsible person	Anne Mackay	Scheduled review date	20/11/2027

**CODE OF CONDUCT FOR EMPLOYEES, VOLUNTEERS AND CONTRACTORS
WORKING WITH CHILDREN AND YOUNG PEOPLE**

All paid and unpaid staff, including volunteers, interns or trainees of Radiance Network South West Inc. (“Radiance”) are responsible for the safety and wellbeing of children and young people who engage with [the organisation]. All paid and unpaid staff are expected to act in accordance with this Code of Conduct in their physical and online interactions with children and young people under the age of 18 years.

I will:	<ul style="list-style-type: none"> • Act in accordance with Radiance’s child safety and wellbeing policies and procedures at all times. • Behave respectfully, courteously and ethically towards children and their families and towards other staff. • Listen and respond to the views and concerns of children, particularly if they communicate (verbally or non-verbally) that they do not feel safe or well. • Promote the human rights, safety and wellbeing of all children in Radiance • Demonstrate appropriate personal and professional boundaries. • Consider and respect the diverse backgrounds and needs of children. • Create an environment that promotes and enables children’s participation and is welcoming, culturally safe and inclusive for all children and their families. • Involve children in making decisions about activities, policies and processes that concern them wherever possible. • Contribute, where appropriate, to Radiance’s policies, discussions, learning and reviews about child safety and wellbeing. • Identify and mitigate risks to children’s safety and wellbeing as required by Radiance’s risk assessment and management policy or process. • Respond to any concerns or complaints of child harm or abuse promptly and in line with Radiance’s policy and procedure for receiving and responding to complaints. • Report all suspected or disclosed child harm or abuse as required by the Children and Community Services Act 2004 and by Radiance policy and procedure on internal and external reporting. • Comply with Radiance’s protocols on communicating with children. • Comply with the State Records Act 2000 and Radiance’s policies and procedures on record keeping and information sharing.
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<p>I will NOT:</p>	<ul style="list-style-type: none"> • Engage in any unlawful activity with or in relation to a child. • Engage in any activity that is likely to physically, sexually or emotionally harm a child. • Unlawfully discriminate against any child or their family members. • Be alone with a child unnecessarily. • Arrange personal contact, including online contact, with children I am working with for a purpose unrelated to Radiance’s activities. • Disclose personal or sensitive information about a child, including images of a child, unless the child and their parent or legal guardian consent or unless I am required to do so by Radiance’s policy and procedure on reporting. • Use inappropriate language in the presence of children, or show or provide children with access to inappropriate images or material. • Work with children while under the influence of alcohol or prohibited drugs. • Ignore or disregard any suspected or disclosed child harm or abuse.
<p>If I think this Code of Conduct has been breached by another person in Radiance I will:</p>	<ul style="list-style-type: none"> • Act to prioritise the best interests of children. • Take actions promptly to ensure that children are safe. • Promptly report any concerns to my manager, Chairperson or another manager or leader in Radiance. • Follow Radiance’s policies and procedures for receiving and responding to complaints and concerns. • Comply with legislative requirements on reporting from funding bodies, if relevant, and with Radiance’s policy and procedure on internal and external reporting.
<p>I agree to abide by this Code of Conduct during my employment with Radiance.</p> <p>I understand that breaches of this Code of Conduct may lead to disciplinary action or termination of my employment with Radiance.</p>	<p>.....</p> <p>Signature</p> <p>.....</p> <p>Full Name</p> <p>.....</p> <p>Date</p>