



Child Safety Code of Conduct

Corporate Document

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Adopted by: Council on 3 March 2021

Ownership: Manager Community Services

Purpose

Mosman Council is committed to the safety of children and young people.

Council wants to build and maintain a child safe Council. This includes creating a culture where the prevention and reporting of abuse is supported and encouraged and where children and young people's voices are heard and actively encouraged to participate and are listened to.

The Code of Conduct sets expectations for how adults at Council should behave around children. It identifies positive child safe behaviours that we encourage all adults to support and identifies behaviours that we consider unacceptable. Engaging in unacceptable behaviour is a breach of this Code of Conduct and may result in formal disciplinary actions including termination of employment.

Scope

The Code of Conduct applies to the following:

- Full-time, part-time, fixed-term contract employees, casual and agency staff
- Volunteers
- Contractors and
- Councillors

The Code of Conduct applies in all council venues and situations, including direct service delivery, Council events, and in the use of digital technology and social media.

Legislative Framework

Children and Young Persons (Care and Protection) Act 1998
Children's Guardian Act 2019

Definitions

Child or young person: in this Code, the terms 'child', 'children', and the terms 'young person' or 'young people' mean a person or persons under the age of 18

Child abuse: In this Code, the term child abuse means

- Sexual abuse and grooming
- Physical abuse or violence
- Serious emotional and psychological abuse
- Serious neglect

Principles

All employees, volunteers, contractors and Councillors **must:**

- Comply and adhere with the Mosman Council Child Safety Policy, this Code of Conduct and all Australian and NSW legislation
- Treat all children and young people with respect and value their ideas and opinions and create a culture that supports questioning and feedback around child safe practices
- Provide an open, safe and supportive environment for all children and young people to interact and socialise including face to face and online environments
- Act as role models in their conduct with children and young people
- Actively promote cultural safety and inclusion

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- Report any misconduct or inappropriate behaviour to a Supervisor, Manager, Director or the General Manager.
- Contact the police if a child is at immediate risk of abuse – phone 000
- Respect the privacy of children and their families by keeping all information about child protection concerns confidential
- Participate in ongoing child safety training

All employees, volunteers, contractors and Councillors **must not**:

- Condone or participate in illegal, unsafe or abusive behaviour or language towards children, including physical, sexual or psychological abuse, ill-treatment, neglect or grooming
- Ignore or disregard any concerns, suspicions or disclosures of child abuse
- Show favouritism through the provisions of gifts or inappropriate attention
- Initiate or engage in unwarranted and inappropriate physical contact involving a child or young person
- Be alone with a child or young person unnecessarily in a private setting
- Work with children or young people while under the influence of alcohol or illegal drugs
- Use sexual language or gestures in the presence of children or young people
- Show children or young people pornographic images
- Have any contact including online contact with a child or young person outside of the Mosman Council's services, programs and activities
- Photograph or video a child or young person without the consent of the parent or guardians

Reporting Obligations

All employees, volunteers, contractors and Councillors must report a breach of this Code of Conduct or any concerns about the safety of children or young people to their Supervisor, Manager, Director or the General Manager immediately.

Contact

Enquiries should be directed to the Manager Community Services on 9978 4006.

Review

This Code of Conduct will be reviewed every four years.

Amendments

Date	Amendment	Reference