



Child Safety Standards Supplementary Code of Conduct

Introduction

Members and volunteers of Transcend Australia Ltd are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children. Transcend Australia Ltd will provide services for children that support the safety, wellbeing, participation and empowerment of children by:

- Taking all reasonable steps to protect children from abuse and grooming behaviours;
- Listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused or been subjected to grooming behaviours and/or are worried about their safety or the safety of another;
- Promoting the cultural safety, participation and empowerment of Aboriginal children;
- Promoting the cultural safety, participation and empowerment of children with multi-cultural and/or multi faith backgrounds;
- Implementing child safe recruitment practices including for volunteer recruitment;
- Promoting the safety, participation and empowerment of children with a disability;
- Ensuring as far as practicable ⁽¹⁾ that adults are not left alone with a child ⁽²⁾;
- Reporting any allegations of child abuse or grooming behaviours to the board or Transcend Australia's child safety officer Naomi McNamara, and ensure any allegation is reported to the police or child protection (see below for mandatory reporting guidelines for each state and territory);
- Reporting any child safety concerns to the Board or Transcend Australia's Child Safety Officer, Naomi McNamara (details below);
- Ensuring that, if an allegation of child abuse or grooming behaviours is made, the child(ren) are made safe as quickly as possible;
- Encouraging children to "have a say" and participate in all relevant organisational activities where possible, especially with issues that are important to them. For example, see this tip sheet produced by the Commission for Children and Young People called "Empowerment and Participation for Children"

Members and volunteers must not:

- Develop any special relationships with children that could be seen as favouritism.
- Exhibit behaviours with children which may be construed as unnecessarily physical.
- Put children at risk of abuse or grooming behaviours.
- Do things of a personal nature that a child can do for themselves, such a 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 which may cause harm about a protected attribute as listed in Australia's anti-discrimination laws which include age, disability, race, sex, intersex status, gender identity and sexual orientation in the presence of children.

- Discriminate against any child, including because of culture, race, ethnicity, or disability, gender identity or sexual orientation.
- Have unauthorised, non-consensual contact with children and young people through personal or private contact channels (including by phone, social media, email, instant messaging, texting, etc).
- Have any personal on-line contact with a child without the knowledge and consent of the child's custodial caregiver/s.
- Ignore or disregard any suspected or disclosed child abuse or grooming behaviours.

Further information:

Mandatory reporting

See this [link](#) for how to report suspected child abuse and neglect, and contact details for the reporting authority in each state and territory.

Child Safety Standards

There are seven child safe standards:

- Standard 1: Governance and leadership.
- Standard 2: Clear commitment to child safety.
- Standard 3: Code of conduct.
- Standard 4: Human resource practices.
- Standard 5: Responding and reporting.
- Standard 6: Risk management and mitigation.
- Standard 7: Empowering children.

Follow this [link](#) for more information about [The Seven Child Safety Standards](#) and this [link](#) for [A Guide for Creating a Child Safe Organisation](#).

- (1) *“As far as practicable” means what is reasonable taking into consideration the position, location and service delivery type.*
- (2) *Members or volunteers are not left with sole supervision of an individual child or groups of children.*

By signing the Supplementary Code of Conduct, you agree to observe these standards and you acknowledge your responsibility to immediately report any breach of the Supplementary Code of Conduct to the Board board@transcendaus.org or contacting Naomi McNamara - Transcend Child Safety Officer on 0407509789.

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

Document History

Version: 1
 Date: 29/03/20
 Approved by: Board
 Date:
 Version Author: Susanne Prosser
 Next review date:

Chair's signature:

