



Child Safe Code of Conduct

Policy Statement

The Royal South Street Society (RSSS) is committed to providing safe, inclusive and child-centred environments where children and young people are respected, valued and protected from harm.

This Child Safe Code of Conduct establishes the standards of behaviour expected of all personnel when interacting with children and young people. It supports the Royal South Street Society Child Safety & Wellbeing Policy and supports the implementation of the Victorian Child Safe Standards, the National Principles for Child Safe Organisations and relevant legislative requirements.

All personnel share responsibility for promoting the safety, wellbeing, participation and empowerment of children and young people.

Purpose

The purpose of this Child Safe Code of Conduct is to establish the expected standards of behaviour for all personnel when interacting with children and young people.

It provides guidance on appropriate conduct, professional boundaries, reporting obligations and behaviours that support safe, respectful and inclusive environments.

This Code should be read in conjunction with the Royal South Street Society Child Safety & Wellbeing Policy and the Royal South Street Society Code of Conduct.

Scope

This Code applies to all personnel including:

- Board Directors
- Employees
- Volunteers
- Discipline Chairs
- Committee Members
- Contractors and consultants
- Adjudicators
- Accompanists
- Guest artists and presenters
- Event officials
- Competitors and participants
- Parents, guardians and carers
- Patrons attending RSSS events



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- Any person acting on behalf of RSSS

This Code applies across all RSSS activities, competitions, event, meetings, performances, online environments and venues operated or managed by RSSS.

Definitions

Child

A child or young person under the age of 18 years.

Child Safety Concern

Any allegation, disclosure, suspicion, complaint, observation, incident, risk or breach that may impact the safety or wellbeing of a child.

Personnel

Includes Board Directors, employees, volunteers, contractors, consultants, adjudicators, committee members and any person acting on behalf of RSSS.

Standards of Behaviour

Personnel must:

- model appropriate behaviour and act as positive role models for children and young people;
- place the safety and wellbeing of children above all other considerations;
- treat every child with dignity, respect and fairness;
- uphold the rights, participation and voices of children and young people;
- promote culturally safe, inclusive and accessible environments;
- respect the identity, culture, abilities and diversity of every child;
- maintain appropriate professional boundaries;
- use language and behaviour that is respectful and appropriate;
- ensure interactions with children are open, observable and accountable wherever practicable;
- follow RSSS supervision, venue and operational procedures;
- protect children's personal information and privacy;
- use authorised communication channels;
- comply with the Media, Social Media, Photography & Videography Policy;
- report any child safety concern immediately;
- comply with all applicable reporting obligations.



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Personnel must not:

- be alone with a child unless operationally necessary and appropriately authorised;
- engage in child abuse, neglect, exploitation or grooming;
- develop inappropriate personal relationships with children;
- show favouritism;
- use degrading, abusive, discriminatory or intimidating language;
- bully, harass or humiliate a child;
- communicate privately through personal social media or messaging platforms without organisational authorisation;
- exchange personal contact details unless authorised;
- provide gifts or personal benefits without approval;
- transport children unless authorised;
- take photographs or recordings contrary to RSSS policy;
- expose children to inappropriate material;
- ignore, minimise or dismiss a child safety concern;
- retaliate against anyone making a child safety report;
- misuse their authority or position of trust.

Reporting Obligations

Personnel must immediately report:

- conduct that may place a child or young person at risk;
- any disclosure of abuse;
- allegations or suspicions of abuse;
- inappropriate behaviour;
- breaches of this Code;
- any child safety concern.

Reports must be made in accordance with the Child Safety & Wellbeing Policy and applicable legislative reporting obligations.

Breaches of this Code

Failure to comply with this Code may result in removal from duties, suspension, disciplinary action, termination of employment or engagement, referral to relevant authorities, or any other action considered appropriate by RSSS.

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Allegations involving child abuse or reportable conduct will be managed in accordance with the Child Safety & Wellbeing Policy, applicable legislation and relevant reporting obligations.

Related Policies & Documents

This Policy should be read in conjunction with:

- Child Safety & Wellbeing Policy
- Code of Conduct
- Media, Social Media, Photography & Videography Policy
- Complaint Handling Policy
- Volunteer Management Policy
- Privacy Policy
- Recruitment & Selection Policy
- Working with Children Check Procedures
- Conflict of Interest Policy
- Equal Opportunity, Anti-Discrimination, Anti-Harassment and Bullying Policy
- Records Management Policy

Policy Authorisation

Approved by Board of Directors	26/08/2026	Responsible Person	Executive Officer
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