



Child Safe Code of Conduct

Title	Content
Purpose	<p>The Victorian Government introduced the Child Safe Standards (the standards), which are compulsory minimum standards for organisations that provide services for children and young people (or are used by children and young people) to help protect them from harm. The Standards require organisations that provide services for children and young people to have a Code of Conduct that establishes clear expectations for appropriate behaviour with children and young people.</p> <p>Royal South Street Society's (RSSS) Child Safe Code of Conduct outlines the child safe principles and minimum expectations for appropriate behaviour that all employees, members, volunteers, stakeholders, competitors, and patrons must observe when in the company of children and young people.</p>
Scope	<p>RSSS Child Safe Code of Conduct applies to all employees, members, volunteers, stakeholders, competitors, and patrons. It applies to a broad range of situations where interaction with children and young people may occur. For example:</p> <ul style="list-style-type: none">- When engaging with information, photographs, videos and personal details of the child or young person- When encountering young people over the phone or social media- When engaging with children or young people in the RSSS office- When engaging with children or young people at the competition venues <p>It is important to note that everyone has a responsibility for keeping children and young people safe and if you encounter, witness or have reported to you any incident of child abuse, this should always be reported to authorities even when not engaging with an organisation such as Royal South Street Society.</p>
Statement of Commitment	<p>Royal South Street Society is committed to the safety and wellbeing of children and young people.</p> <p>We seek to prevent harm of any kind impacting children and young people and have zero tolerance for racism, child abuse and inequality. Children and young people's rights, relationships, identity, and culture must be recognised and respected, their voices heard, and their concerns acted upon.</p> <p>We aim to foster a culturally safe, child safe and child friendly environment for all children and young people we have contact with, deliver services to, or are impacted by our work.</p> <p>Royal South Street Society requires all employees, members, volunteers, stakeholders, competitors, and patrons to uphold these commitments.</p>

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Statement of Code of Conduct	<p>The Child Safe Standards require organisations that provide services for children to have a Code of Conduct that establishes clear expectations for appropriate behaviour with children and young people.</p> <p>All employees, members, volunteers, stakeholders, competitors, and patrons of Royal South Street Society and our Eisteddfod are required to observe the below child safe principles and expectations for appropriate behaviour towards and in the company of children and young people.</p> <p>The following Code of Conduct outlines appropriate standards of behaviour by employees, members, volunteers, stakeholders, competitors and patrons towards children and young people. It aims to protect children and young people and reduce opportunities for abuse or harm to occur. It also helps staff by providing them with guidance on how to best support children and young people and how to avoid or better manage difficult situations.</p>

Standards and Obligations

All employees, members, volunteers, stakeholders, competitors, and patrons are responsible for the safety, wellbeing and empowerment of children and young people who engage with Royal South Street Society and our Eisteddfod. All employees, members, volunteers, stakeholders, competitors, and patrons are expected to act in accordance with all relevant legislation, this Code of Conduct and with Royal South Street Society's Child Safe Reporting guidelines. All employees, members, volunteers, stakeholders, competitors, and patrons will:

- uphold the rights of children and young people who come into contact with Royal South Street Society to feel heard on matters relevant to their safety.
- provide a welcoming, inclusive and safe environment that supports and values the ideas and opinions of children and young people and treats them with respect regardless of their race, colour, gender identity, sex, sexual orientation, language, religion, political or other opinion, national, ethnic or social origin, culture, property, disability or other status.
- actively promote and consider the cultural safety and inclusion of all children and young people.
- empower children and young people by providing an environment where they can actively participate and 'have a say', especially on issues that are important to them.
- listen and respond to the views and concerns of children and young people, including where it relates to concerns that they feel unsafe.
- abide by RSSS's commitment and obligation to be a child safe organisation.
- identify and mitigate risks to the safety and wellbeing of children and young people.
- take all reasonable steps to protect children and young people from abuse.
- challenge unacceptable behaviour and report all allegations or suspicions of abuse to the Child Safety Officer
- report any concerns, allegations, disclosures, or observations of child abuse in line with Royal South Street's policies and processes, mandatory reporting and reportable conduct reporting requirements.
- report all child safety concerns to the Child Safety Officer, or other relevant person.
- work with children and young people in an open and transparent way. For example, by ensuring that where appropriate, interactions with children and young people can be observed by other adults.
- respect the privacy of children and young people and their families and only disclose information to people on a need to know basis and in accordance with privacy legislation
- always observe professional boundaries with children and young people.

All employees, members, volunteers, stakeholders, competitors, and patrons of Royal South Street must not:

- condone or participate in behaviour that is illegal, unsafe or abusive to children and young people.
- ignore or disregard any concerns, suspicions, or disclosures of child abuse.
- exaggerate or trivialise allegations or issues relating to child abuse or the safety and wellbeing of children and young people.
- discriminate against children and young people on the basis of their age, gender identity, sex, race, cultural or sexual orientation.
- develop inappropriate relationships with children or young people, including relationships that show favouritism.

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	<ul style="list-style-type: none">• display violent or inappropriate behaviour towards a child or young person.• initiate unnecessary physical contact with children and young people or exhibit behaviours with children and young people which may be construed as inappropriate.• put children and young people at risk of abuse (for example, by allowing unnecessary one-adult/one-child encounters to occur)• conduct a sexual relationship with a child or young person or indulge in any form of sexual contact with a child or young person.• engage in open discussions of a mature nature in the presence of children and young people.• use inappropriate, offensive, harassing, abusive, sexually provocative, demeaning, culturally inappropriate or discriminatory language when speaking with, or in the presence of, a child or young person.• discriminate against any child or young person, including because of age, gender, race, culture, vulnerability, sexuality, ethnicity, or disability.• use any computer, mobile phone, or video and digital camera to exploit or harass children and young people or expose them to offensive or sexualised content.• exchange personal contact details with a child or young person such as phone number, social networking sites or email address, unless necessary

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Consequences of breaching the Child Safe Code of Conduct	<p>Any employees, members, volunteers, stakeholders, and competitors who have been found guilty of child abuse will not be permitted to engage with Royal South Street Society or any of its associated events.</p> <p>Any allegations of a breach of the Child Safe Code of Conduct from an employee, members, volunteers, stakeholders, competitors, and patrons will result in an immediate removal from the relevant venue and association with Royal South Street Society pending an investigation.</p>
Breach of the Code of Conduct	<p>All employees, members, volunteers, stakeholders, competitors and patrons are obliged to report any breaches of this Code of Conduct to the Child Safety Officer or appropriate person.</p> <p>In instances where a reportable allegation has been made, the matter will be managed in accordance with Royal South Street Society's Child Safe Reporting Policy and may be subject to referral to Victoria Police.</p>

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<p>Review date</p> <p>Set a date to review and update this policy</p>	<p>The Child Safe Code of Conduct for Royal South Street Society is to be reviewed in no less than 24 months.</p> <p>Review of the Child Safe Code of Conduct is the responsibility of the Royal South Street Society Board of Directors.</p>