

Safeguarding Children, Young and Vulnerable People Code of Conduct

City of Mount Gambier supports the rights of children, young and other vulnerable people in the community and will ensure a safe environment is maintained at all times. Providing services to children, young and other vulnerable people brings additional responsibilities for employees and volunteers of our organisation. All employees and volunteers of our organisation are responsible for promoting and protecting the safety and wellbeing of children, young and vulnerable people by:

- Complying with the organisation's safeguarding children, young and vulnerable people procedure at all times and taking all reasonable steps to ensure the safety and protection of children, young and vulnerable people
- treating everyone (this includes staff, volunteers, students, children, young and vulnerable people and parents/carers) including those of different race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes and religious beliefs with respect and honesty and ensure equity is upheld
- being a positive role model to children and young people in all your conduct with them
- setting clear boundaries about appropriate behaviour between yourself and the children, young and vulnerable people in the organisation – boundaries help everyone to understand their roles
- listening and responding appropriately to the views and concerns of children, young and vulnerable people
- being alert to bullying behaviours and responding promptly and appropriately
- ensuring another adult is always present or in sight when conducting one to one coaching, instruction, or other activity with children and young people
- being alert to children and young people who are, or may be at risk of harm, and reporting this quickly to the Child Abuse Report Line (13 14 78)
- being alert to other adult vulnerable people who are, or may be at risk of harm, and reporting this to your People Leader and all People Leader/s to report the matter to the Adult Safeguarding Unit (1800 372 310)
- responding quickly, fairly, and transparently to any serious complaints made by a child, young person or their parent/guardian or other vulnerable people
- encouraging children, young and vulnerable people to 'have a say' on issues that are important to them.

Employees and volunteers must not:

- engage in rough physical games
- develop any 'special' relationships with children, young or vulnerable people that could be seen as favouritism such as the offering of gifts or special treatment
- do things of a personal nature that a child or young person can do for themselves, such as toileting or changing clothes
- discriminate against any child or young or vulnerable person because of age, gender, cultural background, religion, vulnerability or sexuality.

Breach of the Safeguarding Children, Young and Vulnerable People Code of Conduct

Breaches of this Code of Conduct may lead to formal disciplinary action up to and including termination of employment.

All employees working at Prescribed Sites agree to abide by all requirements stated in this Safeguarding Children, Young and Vulnerable People Code of Conduct.

28th November 2022