

Child Safeguarding: Code of Conduct

I, (Print Name),

acknowledge that I have read and understand Palms Australia's Child Safeguarding Policy, and agree that while implementing Palms Australia activities, I will adhere to that policy. I will:

- treat children and young people with respect and value their ideas and opinions
- encourage children to participate in matters important to them
- act as positive role models in their conduct with children and young people and model appropriate adult behaviour
- listen to children and respond to their needs appropriately
- not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate
- not engage children in any form of sexual intercourse or sexual activity, including paying for sexual services
- wherever possible, ensure that another adult is present when working near children
- work with children or young people while under the influence of alcohol or illegal drugs
- not invite unaccompanied children into private residences, unless they are at immediate risk of injury or in physical danger
- not sleep close to unsupervised children unless absolutely necessary, in which case the supervisor's permission must be obtained, and ensuring that another adult is present if possible
- never use any computers, mobile phones, video cameras, cameras, or social media to exploit or harass children, or access child exploitation material through any medium
- not use physical punishment on children
- not hire children for domestic or other labour: which is inappropriate given their age or developmental stage; which interferes with their time available for education and recreational activities; or which places them at significant risk of injury
- comply with all relevant local legislation, including labour laws in relation to child labour
- immediately report concerns or allegations of child exploitation and abuse and policy noncompliance in accordance with appropriate procedures
- immediately disclose all charges, convictions and other outcomes of an offence that relates to child exploitation and abuse, including those under traditional law, which occurred before or occurs during association with Palms Australia.
- be aware of behaviour and avoid actions or behaviour that could be perceived by others as child exploitation and abuse
- operate within the policies and guidelines of Palms Australia, including adhering to the Child Safeguarding Policy, at all times
- do anything in contravention of the organisation's policies, procedures or this Code of Conduct.

These behaviours are not intended to interfere with normal family interactions.

When photographing or filming a child or using children’s images for any purpose, I will:

- take care to ensure local traditions or restrictions for reproducing personal images are adhered to before photographing or filming a child
- obtain informed consent from the child and parent or guardian of the child before photographing or filming a child. An explanation of how the photograph or film will be used must be provided
- ensure photographs and videos present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive
- ensure images are honest representations of the context and the facts
- ensure file labels, metadata or text descriptions do not reveal identifying information about a child when sending images electronically or publishing images in any form.

I understand that the onus is on me, as a person engaged by Palms Australia, to use common sense and avoid actions or behaviours that could be construed as abuse of vulnerable people when implementing Palms Australia activities.

SIGNED _____ DATE _____