



**BEECHWORTH  
HEALTH SERVICE**

## **CHILD SAFE CODE OF CONDUCT**

Beechworth Health Service (BHS) is committed to its child safety and wellbeing obligations as defined under the Commission for Children and Young peoples' standards (2021) and associated legislation (Children, Youth and Families Act (2005)).

The following Code of Conduct explains that commitment using several 'I will', 'I won't', and 'I agree' statements. The Code of Conduct identifies affirmative child safe behaviours that we require all staff and volunteers to support. It also identifies behaviours that we consider unacceptable. Engaging in unacceptable behaviour is a breach of this Code of Conduct and may result in managerial or disciplinary action

Furthermore, this Code of Conduct sets expectations for how adults in our health service must behave around children. This is a critical action expectation in our commitment to keeping children safe whilst in our care.

### ***I Will***

- Demonstrate appropriate personal and professional boundaries.
- Treat all children and young people with respect
- Create an environment that promotes and enables children's participation and is welcoming, culturally safe and inclusive for all children and their families.
- Listen to children and respond to them appropriately, take a child seriously if they disclose harm or abuse
- Act in accordance with Victoria legislation and BHS's child safety and wellbeing policies and procedures at all times.
- Identify and mitigate risks to children's safety and wellbeing as required by BHS's risk assessment and management policy or process.
- Report all suspected or disclosed child harm or abuse as required by BHS's policy and procedure on internal and external reporting.
- Raise concerns with management if risks to child safety are identified, including cultural, environmental and operational risks
- Respond to any concerns or complaints of child harm or abuse promptly and in line with BHS's policy and procedure for receiving and responding to complaints.
- Involve children in making decisions about activities, policies and processes that concern them wherever possible
- Contribute, where appropriate, to BHS's policies, discussions, learning and reviews about child safety and wellbeing
- Participate in all compulsory training
- Report and act on any concerns or observed breaches of this Code of Conduct and ensure breaches of this Code are reported immediately
- Respect the privacy of children and their families by keeping all information about child protection concerns confidential

### ***I Will Not***

- Condone or participate in illegal, unsafe or abusive behaviour towards children, including physical, sexual or psychological abuse, ill-treatment, neglect or grooming
- Ignore or disregard any concerns, suspicions or disclosures of child abuse

- Exaggerate or trivialise child abuse issues
- Use hurtful, discriminatory or offensive behaviour or language with children
- Fail to report information to police if I know a child has been abused
- Engage in unwarranted and inappropriate touching involving a child
- Persistently criticise and/or denigrate a child
- Verbally assault a child or create a climate of fear
- Offer children and young people alcohol, cigarettes or other drugs
- Show children pornographic images
- Encourage a child to communicate with me in a private setting
- Share details of sexual experiences with a child, use sexual language or gestures in the presence of children

***I agree to***

- Abide by this Code of Conduct during my employment with Beechworth health service. I understand that breaches of this Code of Conduct may lead to disciplinary action or termination of my employment.

Name.....

Signature.....

Date: .....

An adult in child-related work in an organisation may be deemed to have committed an offence if they know another adult there poses a serious risk of abusing a child (under 18 years), and they have the power to reduce or remove the risk, and they negligently fail to do so. All adults in Victoria are required to report information to police if they know, believe or reasonably ought to know that a child (under 18 years) has been abused.