

CHILD SAFE CODE OF CONDUCT

At Girls from Oz (g-oz) we value integrity, respect, inclusivity and safety.

Our high standards of behaviour are critical to our success and we place great importance on them.

This Code of Conduct has the full support of the g-oz Board. It is about common sense and honest and ethical behaviour. The Code establishes the standard of behaviour that should be met by all Board members, employees and volunteers, including volunteer AGC host families.

Our Commitment

g-oz recognises the importance of a safe environment that encourages open and forward thinking so that our participant's physical, emotional and intellectual needs can be nurtured and developed. g-oz adheres to the National Principles for child-safe organisations and ensures all participants are welcomed and treated fairly and equally.

All g-oz Board Members, employees and volunteers are responsible for the safety and wellbeing of children and young people who engage with our performing arts programs and for adhering to this Code in their physical and online interactions with children and young people.

Everyone must:

- act in accordance with g-oz's child safety and wellbeing policies and procedures at all times, including g-oz's Child Protection Policy, Social Media Policy and Privacy Policy,
- act with integrity – being ethical, accountable and genuine in all organisation dealings and relationships,
- act as positive role models in their conduct with children and young people,
- be responsible for the safety and wellbeing of children and young people who take part in g-oz programs,
- behave respectfully, courteously and ethically towards g-oz participants, their families, community members and g-oz colleagues,
- listen and respond to the views and concerns of children and young people, particularly if they communicate that they do not feel safe or well,
- invite children and young people to contribute their ideas in the classroom,
- demonstrate appropriate personal and professional boundaries,
- be respectful of the diverse backgrounds and needs of children, young people and persons who live in the community where g-oz programs take place,
- be sensitive to local cultural practices and traditional customs where g-oz programs take place,
- ensure as far as practicable that adults are not alone with a child or young person,
- contribute, where appropriate, to g-oz policies, discussions, learning and reviews about child safety and wellbeing,
- report any concerns or complaints of child harm or abuse promptly to the School Principal of the participant in question.
- liaise with g-oz's General Manager and the participant's school about any case of suspected or disclosed child harm and report in accordance with the relevant jurisdiction laws and with mandatory reporting procedures,
- address classroom or Travel Program conflict through restorative procedures,
- promote the cultural safety, participation and empowerment of all children and young people,
- comply with g-oz protocols on communicating with children and young people; do not arrange personal contact, including online contact, with current participants.

Everyone must not:

- engage in any unlawful activity with or in relation to a child or young person,
- engage in any activity that is likely to physically, sexually or emotionally harm a child or young person,
- unlawfully discriminate against any child, young person or their family members,
- initiate unnecessary physical contact with a child or young person. This includes doing things of a personal nature for them that they can do for themselves.
- Be alone with a child or young person unnecessarily and for more than a very short time,
- give advice to children on matters that they are not professionally competent to give (negligent advice). Advice is to be limited to areas within the bounds of an Instructor's own role and professional competence.

- disclose personal or sensitive information about a child or young person, including images, without consent. Please refer to g-oz's Privacy Policy for more information.
- use inappropriate language in the presence of children, young people or their families,
- engage in open discussions of a mature or adult nature in the presence of children,
- work with children or young people under the influence of alcohol or prohibited drugs,
- smoke on any g-oz related programs or in the presence of children or their families,
- ignore or disregard any suspected or disclosed child harm or abuse,
- participate on social networking sites with children or young people,
- exchange personal contact details such as personal phone number or email address with participants,
- do anything in contravention of g-oz's policies, procedures or this Code of Conduct.

Non-Compliance with this Code

Any employee or volunteer who becomes aware of possible non-compliance with this Code should immediately report this to the General Manager. Such reports will be treated confidentially to the extent possible, consistent with g-oz's obligation to deal with the matter openly and according to applicable laws.

Adherence to this Code and g-oz policies is a condition of employment at or appointment by g-oz. Breaches of this Code will be subject to disciplinary action including termination of employment, if appropriate.

Evaluation and Review

The Child Safe Code of Conduct will be reviewed by g-oz Board every two years or if advised of legislative change.



Kylie Lee-Archer
General Manager
Date: July 2023