



CODE OF CONDUCT

KIDS
FIRST

Working with Children and Young People

Kids First is committed to creating an open, welcoming and safe environment for children and young people participating in our programs.

Everyone (this includes staff, volunteers, contractors, students and clients) who works at Kids First or participates in our programs is responsible for supporting the safety, participation, wellbeing and empowerment of children and young people and must adhere to the following codes of behaviour.

DO

- * Take all reasonable steps to protect children from abuse;
- * Treat all children and young people with respect;
- * Provide all children and young people with fair and equal treatment regardless of age, ethnicity, religion, sexual orientation and or socio-economic background;
- * Promote cultural safety;
- * Ask, listen and respond to the views and concerns of children and young people;
- * Disclose any breach of this Code of Conduct even if you are not sure;
- * Empower children and young people in everything they do.

DON'T

- * Use/display behaviours of physical violence, verbal abuse, threatening behaviours, sexual harassment/abuse and or racism towards children and young people;
- * Have contact with children, young people or their family outside of organisation in a non-work setting without their Manager's knowledge and or consent;
- * Develop any 'special' relationships with children or young people that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children or young people);
- * Use social media to interact with children, young people or their families outside of the context of the work they are doing with them.

By observing these standards, you acknowledge your responsibility to immediately report any breaches of this code of conduct or any potential concerns to childsafe@kidsfirstaustralia.org.au.

Kids First's incident and complaints handling processes will be adopted if we witness or become aware that the behaviours in the Code of Conduct have been breached.

If you believe a child or young person is at immediate risk of abuse phone 000

YOUR FEEDBACK IS IMPORTANT TO US

We welcome feedback from children, young people, their family and/or carers and Kids First staff (including board members, volunteers, students and visitors) to ensure this Code of Conduct is maintained.