

Child Safe Code of Conduct

Introduction

All paid and unpaid staff, including volunteers, interns or trainees of Nimbin Preschool are responsible for the safety and wellbeing of children and young people who engage with our school. All paid and unpaid staff are expected to act in accordance with this Code of Conduct and the ECA Code of Ethics and UN Rights of the Child in their physical and online interactions with children and young people under the age of 18 years.

I will

- Always put the rights of children above everything else – Principle of Paramountcy (Feb 2024 Law)
- Act in accordance with Nimbin Preschool's child safety and wellbeing policies and procedures which includes the ECA code of Ethics and UN Rights of the child at all times.
- Behave respectfully, courteously and ethically towards children and their families and towards other staff.
- Listen and respond to the views and concerns of children, particularly if they communicate (verbally or non-verbally) that they do not feel safe or well.
- Promote the human rights, safety and wellbeing of all children in Nimbin Preschool.
- Demonstrate appropriate personal and professional boundaries.
- Consider and respect the diverse backgrounds and needs of children.
- Create an environment that promotes and enables children's participation and is welcoming, culturally safe and inclusive for all children and their families.
- Involve children in making decisions about activities, policies and processes that concern them wherever possible.
- Contribute, where appropriate, to Nimbin Preschool's policies, discussions, learning and reviews about child safety and wellbeing.
- Identify and mitigate risks to children's safety and wellbeing as required by Nimbin Preschool's risk assessment and management policy or process.
- Respond to any concerns or complaints of child harm or abuse promptly and in line with Nimbin Preschool's policy and procedure for receiving and responding to complaints.
- Report all suspected or disclosed child harm or abuse as required by Children's Guardian Act 2019 and by Nimbin Preschool's policy and procedure on internal and external reporting.
- Comply with Nimbin Preschool's protocols on communicating with children.
- Comply with Privacy Act 1988 (Privacy Act), Australian Privacy Principles and Nimbin Preschool's policies and procedures (Privacy and Confidentiality Policy and Privacy Collection Statement) on record keeping and information sharing.

I will NOT

- Engage in any unlawful activity with or in relation to a child.
- Engage in any activity that is likely to physically, sexually or emotionally harm a child.
- Unlawfully discriminate against any child or their family members.
- Be alone with a child unnecessarily.
- Arrange personal contact, including online contact, with children I am working with for a purpose unrelated to Nimbin Preschool's activities.
- Disclose personal or sensitive information about a child, including images of a child, unless the child and their parent or legal guardian consent or unless I am required to do so by Nimbin Preschool's policy and procedure on reporting.
- Use inappropriate language in the presence of children, or show or provide children with access to inappropriate images or material.
- Work with children while under the influence of alcohol or prohibited drugs.
- Ignore or disregard any suspected or disclosed child harm or abuse.

If I think this Code of Conduct has been breached by another person in Nimbin Preschool I will:

- Act to prioritise the best interests of children.
- Take actions promptly to ensure that children are safe.
- Promptly report any concerns to my manager, Nimbin Preschool's Child Safety Officer, the Chief Executive Officer or another manager or leader in Nimbin Preschool.
- Follow Nimbin Preschool's policies and procedures for receiving and responding to complaints and concerns.
- Comply with the Child Protection Act requirements on reporting if relevant, and with Nimbin Preschool's policy and procedure on internal and external reporting.

I agree to abide by this Code of Conduct during my employment with Nimbin Preschool.

I understand that breaches of this Code of Conduct may lead to disciplinary action or termination of my employment with Nimbin Preschool.

Signature

Name

Date

Next review date November 2027