

Child Safe Code of Conduct

Purpose

EverAbility is strongly committed to child safety and keeping children and young people safe, including from harm, abuse, neglect and grooming.

All EverAbility workers are responsible for the safety and wellbeing of children and young people who engage with EverAbility. Workers must comply with this Code during their physical and online interactions with children and young people under 18 years.

I will:

- at all times, behave respectfully, courteously and ethically towards children, their families and other staff in accordance with EverAbility's child safety policy
- immediately disclose all charges, convictions and other outcomes of an offence that relates to child exploitation and abuse and/or neglect.
- be aware of and avoid actions or behaviours that could be perceived by others as child exploitation and abuse and or/neglect
- listen and respond to the views and concerns of children and young people, respecting their privacy and only disclosing information to people who have a need to know
- create an environment that promotes and enables children's participation and is welcoming, culturally safe and inclusive for all children and their families
- wherever possible, involve children and young people in making decisions about activities that concern them
- contribute, where appropriate, to EverAbility's policies, discussions, learning and reviews about child safety and wellbeing
- promptly respond to any concerns or complaints of child harm or abuse in accordance with EverAbility's complaints management system
- report all suspected or disclosed child harm or abuse as required by relevant legislation and by EverAbility's incident management system
- comply with EverAbility's procedures 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 or online contact with children for a purpose unrelated to my EverAbility's activities
- disclose personal or sensitive information about, or images of a child, unless the child and their parent or legal guardian consent or I am required to do so by EverAbility's policy and procedure on reporting
- in the presence of any child, use inappropriate language, show or provide 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.

Management and Review History

Owner	CEO
Approver	Board
Frequency	2 yearly
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Date Ratified	20 June 2025
Next Review	June 2027

Review History

V1 2023