



Code of Conduct – Child Safety and Wellbeing

Education Equity Alliance

The Education Equity Alliance ('the Alliance') is committed to protecting children from harm, exploitation and abuse. Alliance staff, volunteers and contractors must, at all times, treat all children and young people with dignity and respect and must endeavour to actively promote and prioritise the right of every child and young person to feel physically and emotionally safe.

The best interests of the Child should be the primary consideration. This Code of Conduct sets clear boundaries for the behaviour of all Alliance staff, Board directors, contractors and volunteers. All Alliance staff, Board directors, contractors and volunteers are expected to sign a copy of this Code of Conduct to demonstrate that they have read and understood their obligations under it.

As a staff member/Board director/volunteer or contractor of the Education Equity Alliance, I agree to:

1. Read and abide by the Alliance's Child Safety and Wellbeing Policy, available on the Alliance website.
2. Act with integrity, honesty and morally, and in accordance with this Code, Australian laws and legislation, any laws and legislation applicable to the location in which work is being performed (eg. international laws), and the Alliance's policies and procedures.
3. Conduct myself in a manner consistent with the values of the Alliance, listening and valuing children and young people's ideas and opinions.
4. Actively create a safe and inclusive environment, treat all children and young people with respect regardless of their race, gender, language, religion, opinions, nationality, socio-economic status, ethnicity, disability, sexual orientation or other status.
5. Immediately report any concern for the safety or wellbeing of a child or young person, or breach of the Alliance's Child Safety and Wellbeing Policy or this Code of Conduct in accordance with the policy's reporting procedures.

As a staff member/Board director/volunteer or contractor of the Alliance, I will not:

6. Engage in any form of Grooming, Child Abuse, Child Sexual Abuse, Child Sexual Exploitation or Emotional Abuse. (Definitions for these terms are included in the Child Safety Policy)
7. Engage in physical contact that is unprofessional, abusive, unnecessary, makes a child or young person feel uncomfortable or unsafe, or is culturally insensitive.
8. Discriminate against or act in favour of particular children or young people to the exclusion of others when conducting Alliance activities.
9. Behave in a manner or use language towards children or young people that is inappropriate, harassing, abusive, sexually provocative, intended to humiliate, or is culturally inappropriate or insensitive.
10. Consume cigarettes, alcohol or illicit drugs when conducting Alliance activities with children and young people.
11. Condone or participate in behaviour with children or young people involved in the Alliance's activities that is unsafe, illegal or abusive.



12. Use any computer, mobile phone, video camera, camera or social media in a way that would exploit or harass a child or young person or provide access to Child Sexual Exploitation material (or any material that would be considered to be inappropriate for viewing by children or young people).
13. Request, receive or accept benefits or gifts (other than gifts valued at less than \$20), or solicit any form of advantage, from children or young people involved in the Alliance's activities or programs or from their families.
14. Seek out, make contact with or spend time privately with any child or young person connected with an Alliance activity outside of that activity.
15. Encourage a child or young person to communicate with me in a private setting. This excludes circumstances where the child or young person is a Family Member, or there is a pre-existing personal relationship with the child or young person that has previously been disclosed to the Alliance.

To ensure that the privacy and safety of children and young people is maintained when photographing or filming a child or young person, or using the image of a child or young person for work-related purposes, I agree to:

1. Obtain informed consent from a child or young person or their parent or guardian (as required by the Alliance's policies and procedures) before photographing or filming that child or young person, and providing an explanation to the child, young person and/or the parent or guardian of the Child of how the content will be used.
2. Be mindful of and take care to ensure cultural or legal restrictions for reproducing personal images are adhered to before publishing or circulating content that includes an image of a child or young person.
3. Ensure that any photograph or video of a child or young person that is produced, used, published or distributed by the Alliance presents them in a dignified and respectful manner.
4. Ensure that any images of or stories about children and young people that are produced, used, published or distributed by the Alliance are an honest representation of the context and facts.
5. Ensure that any image, video or story does not reveal any identifying information about a child or young person which the child, young person or their parent or guardian has requested be kept confidential.
6. When using personal devices or Alliance equipment to capture any images of any child or young person, follow the Alliance Safeguarding procedure : ensure you upload all captured images onto the Alliance drive within 48 hours and delete them from your personal device.

Alliance staff member/Board director/volunteer/contractor acknowledgement

I have read Alliance's Child Safety and Wellbeing Policy and this Code of Conduct and understand my personal responsibility to abide by the Policy (as it applies to me) and this Code of Conduct at all times.

I understand that if I act in a way contrary to this Code of Conduct, I will be subject to measures as outlined within the Child Safety and Wellbeing Policy.

Signature: _____

Full name: _____

Position: _____

Date: _____