



Hendersons Educational Services Pty Ltd (Hendersons) Child Safety Code of Conduct

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The Child Safety Code of Conduct lists behaviours that are acceptable and those that are unacceptable.

Child Safety Code of Conduct

A Child Safety Code of Conduct lists acceptable and unacceptable behaviours. It provides a high-level statement of professional boundaries, ethical behaviour and acceptable and unacceptable relationships.

Where individuals are clear about behavioural expectations, they are much more likely to act appropriately with each other and with children. When everyone is educated about the Code of Conduct and the reasons it is so important to uphold, the organisational environment becomes more transparent and people are accountable for their behaviour. Above all, a Child Safety Code of Conduct helps to protect children from harm.

The Child Safety Code of Conduct applies to:

- All staff members;
- Contractors;
- Students;
- Parents and Carers;
- Third Party Contractors and service providers;
- Visitors.

The Child Safety Code of Conduct set out below is designed to stand alone. The Code is made available to all staff, contractors, families and students via Hendersons website.

1. Hendersons Child Safety Code of Conduct

Hendersons is committed to the safety and wellbeing of children and young people. Our organisation recognises the importance of ensuring our organisation is a safe, supportive and enriching environment that respects and fosters the dignity and self-esteem of children and young people.

This Code of Conduct aims to protect children and reduce any opportunities for child abuse or harm to occur. It also assists in understanding how to avoid or better manage risky behaviours and situations.

The Child Safety Officer/General Manager will oversee the implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive and safe learning environments for all students.

All staff, contractors, students, parents and carers and third-party contractors are expected to observe the organisation's Child Safety Policy and will adhere to the expectations for appropriate behaviour towards and in the company of children, as noted below. The Code of Conduct applies in all situations, including the use of digital technology and social media.

2. Acceptable Behaviours

Members of the organisation will:

- adhere to the Child Safety Policy at all times

- take all reasonable steps to protect children from abuse
- treat everyone with respect
- listen and respond to the views and concerns of children, particularly if they are telling you

that they or another child has been abused and/or are worried about their safety or the safety of another

- promote the cultural safety, participation and empowerment of Aboriginal children
- promote the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination)
- promote the safety, participation and empowerment of children with a disability
- be aware of online chats that may occur during virtual classes

3. Unacceptable Behaviours

Members of the organisation will not:

- ignore or disregard any suspected or disclosed child abuse
- develop any relationships with children that could be seen as favouritism or amount to “grooming” behaviour
- ignore behaviours by other adults towards students when they appear to be overly familiar or inappropriate
- discuss content of an intimate nature or use sexual innuendo with students
- express personal views on religion, cultures, race or sexuality in the presence of children
- discriminate against any child, because of age, culture, race, ethnicity, disability, gender, sexuality or vulnerability
- have organised contact with a child or their family outside of our organisation without the Child Safety Officer’s/General Manager’s knowledge and/or consent
- have any online contact with a child or their family that is inappropriate
- have inappropriate communication on an online forum owned or operated by Hendersons
- photograph or video a child unless during the recording of a virtual classroom where classes are recorded and saved for child safety purposes or the education and training of Hendersons staff
- consume alcohol or take illicit drugs either on the company’s premises, or within their own home, before teaching virtually, under any circumstances.

Report any Concerns

By observing these standards, we acknowledge our responsibility to immediately report any breach of this Code to the Child Safety Officer, Annette Paroissien:

(03) 9813 0277, or accounts@hendersons.com.au.

If you are reading this and believe a child is at immediate risk of abuse, please call emergency services on 000.