

Deadly Descendants

Child Safe Code of Conduct

This Child Safe Code of Conduct outlines the standards of behaviour expected from all members of Deadly Descendants, including staff, volunteers, interns, trainees, contractors, and consultants, in their interactions with children and young people. It is a cornerstone of our commitment to ensuring a safe, inclusive, and respectful environment for all children and young people engaged with our activities, both in physical and online spaces. It is mandatory for all individuals affiliated with Deadly Descendants to comply with this code of conduct, ensuring the protection and wellbeing of children and young people in our care.

Expectations

As a member of Deadly Descendants, I will:

- **Act in accordance with Deadly Descendants' child safety and wellbeing policies and procedures at all times.**
- **Behave respectfully, courteously, and ethically towards children, their families, and fellow staff.**
- **Listen and respond to the views and concerns of children, especially if they indicate discomfort or distress.**
- **Promote the rights, safety, and wellbeing of all children associated with Deadly Descendants.**
- **Maintain appropriate personal and professional boundaries.**
- **Acknowledge and respect the diverse backgrounds and needs of children.**
- **Foster an environment that encourages children's participation and is welcoming, culturally safe, and inclusive for all children and their families.**
- **Involve children in decisions regarding activities, policies, and processes that concern them, whenever possible.**
- **Contribute to Deadly Descendants' discussions, policies, and practices on child safety and wellbeing.**
- **Identify and mitigate risks to children's safety and wellbeing in line with our risk assessment and management policies.**
- **Respond promptly to concerns or complaints of child harm or abuse according to Deadly Descendants' procedures.**
- **Report all suspected or disclosed child harm or abuse in accordance with relevant legislation and Deadly Descendants' reporting policies.**
- **Follow Deadly Descendants' communication protocols with children.**

- Adhere to relevant legislation and Deadly Descendants' policies on record-keeping and information sharing.

Prohibitions

I will NOT:

- Condone or participate in illegal, unsafe or abusive behaviour towards children, including physical, sexual or psychological abuse, ill-treatment, neglect or grooming
- Use hurtful, discriminatory or offensive behaviour or language with children
- Engage in unwarranted and inappropriate touching involving a child
- Persistently criticise and/or denigrate a child
- Deliberately prevent a child from forming friendships
- Verbally assault a child or create a climate of fear
- Offer children and young people alcohol, cigarettes or other drugs
- Show children pornographic images
- Encourage a child to communicate with me in a private setting
- Share details of sexual experiences with a child
- Use sexual language or gestures in the presence of children
- Be alone with a child without a valid, organisation-related reason.
- Initiate personal or online contact with children for purposes unrelated to Deadly Descendants' activities.
- Disclose personal or sensitive information about a child without proper consent or as required by policy.
- Work under the influence of alcohol or prohibited substances.
- Ignore, neglect or minimise any indications or disclosures of child harm or abuse.

I understand the following types of behaviour may be of concern:

- Being alone with a child when there is no professional reason for doing so
- Showing favour to one child over others
- Babysitting, mentoring and/or tutoring a child out of work hours (without managerial approval for this kind of secondary employment)

Reporting Breaches

If I believe this Code of Conduct has been violated:

- I will act immediately to ensure the safety of children.
- I will report my concerns promptly to a manager, the Child Safeguarding Officer, or the Founding Director of Deadly Descendants.
- I will follow Deadly Descendants' procedures for handling complaints and concerns.
- I will comply with legislative reporting requirements and Deadly Descendants' internal and external reporting procedures.

Acknowledgment

I agree to abide by this Code of Conduct throughout my association with Deadly Descendants. I understand that any breach of this Code may result in disciplinary action, up to and including termination of my employment and/or involvement with Deadly Descendants.

Signature: _____

Full Name: _____

Date: _____