

SUMMARY OF MOSS CHILD SAFE CODE OF CONDUCT

Service user version

All staff, volunteers, students and the MOSS Board or Directors are required to follow child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

The Program Leaders from the Regional Children's Resource Program and the Bright Futures Program at MOSS are the Agency's Child Safety Officers. All personnel of MOSS are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

DO

- Following MOSS child safe policy at all times.
- Taking all reasonable steps to protect children from abuse.
- Treating all children and young people with respect.
- Listening and responding to the views and concerns of children. In particular, listening and responding if a child tells you they, or another child, has been abused or is worried about their safety.
- Promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children (for example, by never questioning an Aboriginal child's self-identification).
- Promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination).
- Promoting the safety, participation and empowerment of children with a disability (for example, during personal care activities).
- Promoting the cultural safety, participation and empowerment of children who identify as LGBTI (for example, by never questioning their sexuality or gender identity).
- If an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe.
- Encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.

DON'T

- Develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children).
- Put children at risk of abuse (for example, using/displaying physical violence, threatening behaviours, verbal abuse)
- Use inappropriate language in the presence of children.
- Discriminate against any child, including because of culture, race, ethnicity, disability, sexuality or gender identity.



- Have contact with a child or their family outside of our organisation without our Child Safety Officer's knowledge and/or consent (for example, no babysitting). Accidental contact, such as seeing people in the street, is appropriate.
- Have any online contact with a child or their family (unless necessary, for example providing families with e-newsletters).
- Ignore or disregard any suspected or disclosed child abuse.

By observing these standards MOSS staff, volunteers, students and the MOSS Board or Directors acknowledge their responsibility to immediately report any breach of this code to the MOSS Child Safety Officers – **Halime (halime@merri.org.au)** and **Talia (talia@merri.org.au)** or the MOSS Management Team (merri@merri.org.au). Any breaches of the Child Safe Code of Conduct will be dealt with in accordance of the MOSS Child Safe Policy and the MOSS Disciplinary Policy and MOSS Disciplinary Procedure.

For parents and service users

If you believe a MOSS staff member, volunteer, student or MOSS Board or Directors member has breached the Child Safe Code of Conduct you can report this to the MOSS Child Safety Officers Halime or Talia on 9359 5493 and your report will be dealt with in accordance with MOSS Child Safe Standards. Alternatively you can also report to the Commission for Children and Young People on 1300 78 29 78 or Contact@ccyp.vic.gov.au

If you believe a child is at immediate risk of abuse phone 000.

YOUR FEEDBACK IS IMPORTANT TO US

We welcome feedback from children, young people, their family and/or carers and MOSS staff (including board members, volunteers, students and visitors) to ensure this code of conduct is maintained.