



Child Safety Code Of Conduct

EPIC Holiday Camps is committed to the safety and wellbeing of children and young people. EPIC Holiday Camps recognises the importance of, and a responsibility for, ensuring our service is a safe, supportive and enriching environment which respects and fosters the dignity and self-esteem of children and young people, and enables them to thrive in their learning and development.

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. It is intended to complement child protection legislation, Department policy, service policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

The Director and managers of EPIC Holiday Camps will support implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive, safe and orderly services and other learning environments. The Director and managers of EPIC Holiday Camps will also provide information and support to enable the Code of Conduct to operate effectively.

All staff, contractors, volunteers and any other workers at EPIC Holiday Camps involved in child-related work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour below. The Code of Conduct applies in all service situations and in the use of digital technology and social media.

Acceptable behaviours

As staff, volunteers, contractors, and any other workers at EPIC Holiday Camps involved in child-related work individually, we are responsible for supporting and promoting the safety of children by:

- upholding the services statement of commitment to child safety and child safety policy at all times
- treating children and families with respect both within the care environment and outside the care environment as part of normal social and community activities.
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused or that they are worried about their safety/the safety of another child
- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children and families
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds



- promoting the safety, participation and empowerment of children with a disability
- reporting any allegations of child abuse or other child safety concerns to the organisations leadership
- understanding and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse.
- if child abuse is suspected, ensuring as quickly as possible that the children(s) are safe and protected from harm.

Unacceptable behaviours

As staff, volunteers, contractors, and any other member of EPIC Holiday Camps involved in child-related work we must not:

- ignore or disregard any concerns, suspicions or disclosures of child abuse
- develop a relationship with any children that could be seen as favouritism or amount to 'grooming' behaviour (for example, offering gifts)
- exhibit behaviours or engage in activities with children which may be interpreted as abusive and not justified by the educational, therapeutic, or service delivery context
- ignore behaviours by other adults towards children when they appear to be overly familiar or inappropriate
- discuss content of an intimate nature or use sexual innuendo with children, except where it occurs relevantly in the context of parental guidance, delivering the education curriculum or a therapeutic setting
- treat a child unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity.
- communicate directly with a children through personal or private contact channels (including by social media, email, instant messaging, texting etc) except where that communication is reasonable in all the circumstances, related extra-curricular activities or where there is a safety concern or other urgent matter
- photograph or video a child in a holiday program environment except in accordance with EPIC Holiday Camps policy or where required for duty of care purposes
- in the EPIC Holiday Camps environment or at other work-related events where children are present, consume alcohol contrary to EPIC Holiday Camps policy or take illicit drugs under any circumstances.

This Code of Conduct was developed by the EPIC Holiday Camps Director on 10/8/17 for review if legislative or other changes require in the interim or no later than December 2018.