holdsworth

CHILD SAFE CODE OF CONDUCT

At Holdsworth, the safety and wellbeing of children comes first. All staff, volunteers, and contractors are required to follow this Code of Conduct to ensure a child safe environment.

Our Commitment

We will:

✅ Ensure all staff, volunteers, and contractors understand their responsibilities and duty of care.
✅ Take all breaches seriously and act appropriately.

What We Do NOT Do

Staff, volunteers, and contractors will not:

❌ Ignore, dismiss, or minimise concerns or allegations of abuse.
❌ Emotionally or physically harm, humiliate, or oppress children.
❌ Engage in sexual conduct or show sexually explicit material to children.
❌ Discriminate unlawfully based on age, gender, race, culture, vulnerability, or sexuality.
❌ Exchange personal contact details or have unauthorised contact outside work.
❌ Show favouritism or give special attention to certain children.
❌ Use personal devices to take photos or videos of children.
❌ Work under the influence of drugs or alcohol.
❌ Use inappropriate language or discuss adult topics around children.
❌ Offer children alcohol, cigarettes, or other drugs.
❌ Use unauthorised restrictive practices (like exclusionary time-out) as punishment.

What We Expect from Everyone

All staff, volunteers, and contractors will:

✅ Prioritise children's safety and wellbeing at all times.
✅ Be positive role models and treat children with respect.
✅ Listen to children and take their thoughts and feelings seriously.
✅ Support cultural diversity and children's cultural rights.
✅ Act promptly to address any racism or discrimination.
✅ Promote fairness, equality, and inclusion for all children.
✅ Welcome parents and carers to be involved in decisions affecting their child.
✅ Maintain professional boundaries and conduct.
✅ Prevent and address bullying and inappropriate behaviour among children.
✅ Understand legal obligations, including mandatory reporting of child abuse.
✅ Be sensitive to children with diverse needs, including disability or cultural differences.
✅ Follow our policies on physical contact and online interactions.
✅ Respect privacy and confidentiality of children and families.
✅ Report conflicts of interest or risks of harm.
✅ Take action if witnessing a breach of this Code.

Reporting & Accountability

- Breaches of this Code may result in disciplinary action, including termination or legal consequences.
- Speak up if you have concerns about a child's safety.
- Report breaches to the CEO: info@holdsworth.org.au
- Immediate danger? Call 000.

