



Australian Irish Dancing Association Inc Victorian Branch

Child Safe Code of Conduct

All children and young people regardless of their age, gender identity, sexual orientation, ethnicity, religious beliefs, ability, and family background who are involved with AIDA Victoria have the right to be protected from harm and to be treated with dignity and respect. We are an inclusive organisation that recognises and respects diversity, and we are committed to proactively supporting and building the cultural safety and inclusion of all children and young people at AIDA Victoria. We aim to create a child safe and child friendly environment for all.

*We recognise the distinctive history and experience of Aboriginal and Torres Strait Islander people, and respect and observe their cultural rights, and those of all varying cultural backgrounds. We are committed to creating a culturally safe and inclusive environment in which the diverse and unique identities, experiences and cultural rights of *all* children and young people are respected and valued.*

As a child safe organisation, we are committed to providing welcoming, safe, and accessible environments where all children and young people feel valued, are listened to, and are genuinely considered and involved in decisions that affect their lives.

This Code of Conduct identifies positive child safe behaviours that we ask all AIDA Victoria members and volunteers to demonstrate. It also identifies behaviours that we consider unacceptable and not permitted by this organisation.

Not following standards of acceptable and unacceptable behaviour is a breach of this Code of Conduct and may result in disciplinary action. Some behaviours on their own may not be a serious breach of the Code of Conduct but together may indicate a concerning pattern of behaviour that poses a risk to the safety of children.

All AIDA Victoria members and volunteers must always follow these standards of behaviour, including when at AIDA Victoria events and when engaging with AIDA Victoria dancers and their families at any time.

I WILL:

- take all reasonable steps to protect children from abuse
- take disclosures of harm or abuse made by a child seriously
- immediately raise concerns with the **AIDA Victoria Child Safety Officer** if risks to child safety are identified. Report and act on any concerns or observed breaches of this Code of Conduct.
- comply with all relevant Australian and Victorian legislation and our child safe policies and procedures
- treat all children and young people with respect, regardless of race, sex, gender identity, sexual orientation, language, religion, political or other opinion, nationality, cultural background, financial situation, disability, or other characteristics.

- consider the different needs of all children involved with AIDA Victoria, support them to participate fully and help them and their families feel included in the organisation.
- make Aboriginal and Torres Strait Islander children and families feel included and welcome at AIDA Victoria and support them and those of all cultural backgrounds to express their culture and enjoy their cultural rights.
- never be racist towards anyone involved with AIDA Victoria and report any instances of racism I become aware of.
- help AIDA Victoria be a place where people of all cultures feel safe and included.
- listen to children and respond to them if they feel unsafe.
- value children and young people's ideas and opinions.
- promote friendships and encourage children and young people to support their peers.
- involve children and young people in decisions about the activities they participate in with AIDA Victoria and welcome the participation of parents and carers in these decisions.
- report any conflicts of interest I have (such as an outside relationship with a child) that may affect my ability to perform my role.
- respect the privacy of children and their families, including keeping all personal information confidential unless required by law to share it.
- inform parents and carers if there are situations that need to be safely managed but are outside the boundaries of this Code of Conduct (such as driving a child to a performance or competition or undertaking one-on-one training sessions).
- uphold the rights of the child and always prioritise their needs.

I WILL NOT:

- condone or participate in illegal, unsafe, abusive, or harmful behaviour towards children – this includes physical violence, sexual abuse, emotional or psychological abuse, grooming, neglect, or sexual misconduct.
- ignore or disregard any concerns, suspicions or disclosures of child abuse or harm.
- exaggerate or trivialise child abuse issues.
- use hurtful or offensive behaviour or language with children.
- fail to report information to police if I know a child has been abused.
- touch children in a way that is unnecessary or unsuitable and falls outside what is reasonable to teach Irish dance or otherwise engage in the activities of AIDA Victoria.
- 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.
- share details of sexual experiences with a child.
- use sexual language or gestures in the presence of children.
- initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves such as changing clothes.
- develop 'special' relationships with specific children or show favouritism through the provision of gifts or unnecessary or unsuitable attention.
- have unauthorised contact with children and young people online, on social media or by phone.
- take photographs, screenshots or share images of children involved in activities that are not authorised by AIDA Victoria and parents / guardians.
- be alone with a child when there is no professional reason for doing so.
- enter changing facilities without first knocking.

If I suspect that this Code of Conduct has been breached by another person in the organisation:

I WILL:

- act to prioritise the best interests of the child or children.
- promptly take actions to ensure the child or children are safe.
- as soon as possible report the incident or concerns using the AIDA Victoria Child Safety Complaints Process.
- maintain the privacy of those involved, following AIDA Victoria record keeping, privacy and information sharing guidelines.

Complaints about a breach of this Code of Conduct must be reported to the **AIDA Victoria Child Safety Officer**, who can be contacted via email: childsafety@aidavic.com

Some breaches of this Code of Conduct may need to be reported to the Victorian Police, or to the Commission for Children and Young People.

Our Child Safety Complaints Process provides more information about our reporting obligations to external authorities as well as describing protections and confidentiality provisions for anyone making a report. The process can be found within the AIDA Victoria Child Safety and Wellbeing Policy available at www.aidavic.com

AIDA Victoria Members and volunteers who breach our Code of Conduct may also be subject to disciplinary action. This can include increased supervision, appointment to an alternative role, suspension, or termination from the organisation. Detailed descriptions of breaches are found in our Child Safety and Wellbeing Policy, available at www.aidavic.com

PLEASE NOTE:

- If any person in a position of authority within our organisation becomes aware of a substantial risk that a child may become the victim of a sexual offence committed by an adult associated with the organisation (for example, an AIDA Victoria member or volunteer), and they have the power or responsibility to reduce or remove the risk, then they must take all reasonable steps to do so.
- A person in authority who negligently fails to take appropriate action to address the risk may be charged with the criminal offence of 'failing to protect' and may face a term of imprisonment.
- If an adult reasonably believes a sexual offence has been committed by an adult against a child under the age of 16, they must report it to Victoria Police by calling 000 or going to their local police station.
- Failure to disclose the information may be a criminal offence.

Call 000 without delay if child is in immediate danger.

I have read this Code of Conduct and agree to abide by its terms.

Name: _____

Signature: _____

Date: _____

Working With Children Check Number (card sighted): _____