



## MC2T Child Safe Code of Conduct

Document number/type:	029 POL	Version:	0
Date created:	26/03/2025	Created by:	J Thompson
Date adopted:	8/04/2025	Scheduled review:	
Amendments	Version 1	Date adopted:	
Amendments	Version 2	Date adopted:	
Amendments	Version 3	Date adopted:	
Landcare NSW source template:			

### PURPOSE

At Mid Coast 2 Tops Landcare Connection (MC2T), we are committed to supporting the safety of all children, with a zero-tolerance approach to abuse. This includes a culture where preventing and reporting abuse is encouraged and supported.

All staff and volunteers are responsible for promoting the safety, wellbeing and empowerment of children. This includes understanding and responding to children's diverse needs and cultural considerations.

Our Child Safe Code of Conduct sets out how we expect adults in our organisation to behave around children to help prevent harm and abuse in our physical spaces and online. Our Child Safe Code of Conduct identifies:

- 'I will' child safe behaviours that we consider acceptable
- 'I won't' behaviours that we consider unacceptable.

Engaging in unacceptable behaviour is a breach of our Child Safe Code of Conduct and may result in disciplinary action.

### Definitions of child harm and abuse

Refer to the MC2T Child Safe Policy for relevant definitions of child harm and abuse. [MC2T Child Safe Policy](#)

### Acceptable and unacceptable behaviours at MC2T

The list of acceptable and unacceptable behaviours below are in relation to interactions of staff and volunteers with children who engage with MC2T's or affiliated Junior Landcare group services or activities.

#### As a MC2T staff member or volunteer engaging with children and young people in events or activities I will:

- treat all children with respect
- uphold the rights of the child and always prioritise their needs
- make sure the needs of all children remain the paramount focus of any decision-making
- listen to and value the ideas and opinions of all children, and respond to them appropriately
- welcome all children and their families and carers, and ask them to participate in decisions around child safety
- actively promote safe and inclusive practices for all children, including those with diverse needs, circumstances and backgrounds, including children with disability
- adhere to the MC2T child safe policies, procedures and practices

- participate in any compulsory child safe training
- include a child's parent or carer in any direct online communication or correspondence.
- when transporting a child at work, take all reasonable steps to ensure at least two adults are travelling with the child at all times or put in place a suitable arrangement between MC2T/Junior Landcare group and the parents or carers of the child. If the child is alone, they must sit in the back seat of the vehicle.
- let MC2T know about any out-of-hours contact with any children who interact with our services, and make sure there is a valid reason for this contact and parents or carers are also aware of this contact.
- take all reasonable steps to protect children from harm and abuse, and report and act on any concerns or allegations (see reporting obligations below)
- report any conflicts of interest such as a relationship with a child that is outside the organisation
- raise concerns with the Child Safety Officer on the MC2T Committee and/or the MC2T Support Officer if risks to child safety are identified
- take a child seriously if they disclose harm or abuse and follow the correct procedures for responding to a disclosure
- make sure breaches of the Child Safe Code of Conduct and any instances of concerning behaviour from adults are reported immediately
- respect the privacy of children, and their families, and keep all information about child protection concerns confidential.

**As a MC2T staff member or volunteer engaging with children and young people in events or activities I won't:**

- condone or participate in unsafe, harmful or abusive behaviour towards children, including psychological, physical and sexual abuse, grooming, misconduct or lack of appropriate care
- ignore or disregard any concerns, suspicions or disclosures of child abuse
- exaggerate or trivialise child abuse issues
- persistently criticise or denigrate a child
- use hurtful, discriminatory or offensive behaviour or language with children
- verbally assault a child, or create a climate of fear
- deliberately prevent a child from forming friendships
- engage in unwarranted and inappropriate touching involving a child
- be alone with a child without supervision or adequate risk management in place
- have contact after hours with children who interact with our services, without a valid reason for this contact and ensure parents or carers are aware of this contact.
- encourage a child to communicate with me in a private setting, including online or on social media
- give personal gifts or benefits of any kind to a child unless direct permission has been given from the parent or carer
- share details of sexual experiences with a child
- use sexual language or gestures in the presence of children
- show sexual, violent or other inappropriate images to a child
- take videos or images of children interacting with the organisation or under the care of the organisation on a personal device without permission from the organisation
- share videos or images of children on social media without consent

- fail to report information to police or other relevant authorities if I know a child has been harmed or abused (see reporting obligations below).

Concerning behaviours are behaviours that on their own may not constitute a breach of our Child Safe Code of Conduct but when viewed together may indicate grooming behaviour.

These include:

- Showing favour to one child over others
- Participating in the lives of children outside the service without a valid reason
- Crossing professional boundaries with the children engaging in our activities
- Spending time alone with children
- Being 'child centric', which means showing a preference for hanging out with children rather than adults.

## Internal and External Reporting Obligations

You must follow all internal and external reporting obligations set out in the [MC2T Child Safe Policy](#)

Some breaches of this code of conduct may need to be reported to NSW Police, the Office of the Children's Guardian or the Department of Communities and Justice.

It is a criminal offence for adults not to report to police if [they know or believe that a child abuse offence has been committed](#). In addition, people employed in child-related work may be subject to a criminal offence if [they fail to reduce or remove the risk of a child becoming a victim of child abuse](#).

The adult concerned should reach out to the Child Safety Officer on the MC2T Committee and/or MC2T Support Officer, if they are unsure of what may need to be reported externally.

## Code of Conduct

Staff or volunteers who breach our Child Safe Code of Conduct but do not commit a criminal offence may still be subject to disciplinary action. This can include increased supervision, appointment to a different role, removal from the activity, suspension or termination from the service.

### Concerning behaviours

If a staff member or volunteer shows patterns of concerning behaviour but does not commit a criminal offence, this may result in increased supervision and or additional training. If these behaviours of concern continue, the staff member or volunteer may be subject to disciplinary action, including removal from any Junior Landcare related activities, or appointment to a different role, suspension or termination from the service.

## Agreement to abide by the terms of Child Safe Code of Conduct

I have read and agree to abide by the terms of this Child Safe Code of Conduct

**Name of staff member or volunteer**

**Role in organisation**

Signature and date

X

## AUTHORISATION

Signature: *CM Davies* Date: 15 April 2025

Name: Carolyn Davies Position President, MC2T