



Code Of Conduct – Child Safety

All team members of Geelong Nanny Services Pty Ltd are expected to adhere to child-safe principles and maintain appropriate behaviour towards and in the presence of children, as outlined below. They are responsible for supporting the safety, well-being, and empowerment of children by:

- adhering to Geelong Nanny Services Pty Ltd 'Child Safe Policy' at all times
- take all reasonable steps to protect children from abuse in any form
- treating everyone with respect
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused and/or are worried about their safety or the safety of another
- promoting cultural safety, participation and empowerment of Aboriginal 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)
- reporting any allegations of child abuse to Geelong Nanny Services Pty Ltd Child Safety Officer (Juliet Martin) and ensure any allegation to be reported to the police or child protection
- reporting any child safety concerns to the Geelong Nanny Services Pty Ltd Child Safety Officers (those who operate the business)
- 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' especially on issues that are important to them

Team members must not:

- develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)
- exhibit behaviours with children which may be construed as unnecessarily physical (for example kissing on the lips)
- put children at risk of abuse (for example, by locking doors)
- do things of a personal nature that a child can do for themselves, such as toileting or changing clothes when an appropriate age
- engage in open discussions of a mature or adult nature in the presence of children (for example, personal social activities)
- use inappropriate language in the presence of children
- express personal views on cultures, race or sexuality in the presence of children
- discriminate against any child, including because of culture, race, ethnicity or disability
- have any online contact with a child or their family (unless approved by the client)
- ignore or disregard any suspected or disclosed child abuse
- take photos of children without their parents permission



- post photos of children on social media or used for any other purpose other than for showing their parents
- invite anyone over to the clients home, give out the clients address or take the children to any locations (including homes) without written permission from the client
- smack children or have any verbal or physical violence towards any child, including yelling, bullying, hitting, name calling
- have children out of their sight whilst in their care, including leaving them unsupervised or unattended at home or in a public place (for example allow children to go by themselves into a public toilet block or public change room – always go into a female or family toilet or change room together, if the child is old enough to go the toilet unassisted, you must stay outside the closed toilet door until the child comes out)
- must never leave children unattended in a pool, you must be in the water with them and actively supervise
- leave children in the car while you run into a shop or somewhere else quickly
- allow children to cross the road by themselves – always ensure you hold their hands or if multiple children, they hold the pram or each other's hands and cross safely together
- loose a child in a public place – you must always teach children that if they do get lost in a busy public place to approach someone working in a shop or the police, not just a stranger

By observing these standards, you acknowledge your responsibility to immediately report any breach of this code to Geelong Nanny Services Pty Ltd Child Safety Child Safety Officer (Juliet Martin).

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