

Child Safe Behaviour Standards



At Goodstart we take any and every action necessary to ensure that all children can feel safe and be safe, and are safeguarded from abuse, neglect and harm.

This means we are committed to keeping children safe and protected, ensuring they gain a strong sense of wellbeing, optimism, and confidence so they have the learning and development and wellbeing outcomes they need for school and life. This is more than just meeting compliance responsibilities. Underpinned by the 'look, do, tell' framework, we amplify and promote the voice and rights of children, through the prevention, identification and response to child abuse, neglect, and harm.

This requirement, together with our Code of Conduct, sets expectations for how Goodstarters should behave around children at all times (when at Goodstart and when not at Goodstart, including online).

I WILL:

- **Uphold children's rights**, always prioritise their needs and be respectful of children.
- **Seek, listen to and value** children and young people's ideas and opinions.
- **Welcome all children and their families** by being inclusive and actively promoting cultural safety.
- **Welcome families to participate** in decisions about their child's learning and any other matters about their safety and respect the cultural and religious practices of families.
- **Understand and acknowledge** the significance of family relationships for children.
- **Understand and meet the needs of children** in my care that may have developmental delays, disabilities and/or histories of complex trauma.
- **Be attuned and responsive** to children within a play-based learning environment.
- **Ensure all children are effectively supervised** to keep them safe from harm and hazards that may arise in their play and learning.
- **Hold a current working with children check.**
- **Participate in all mandatory training** and have a commitment to continually increasing my knowledge of child protection issues and practice.
- **Genuinely believe children** and take it seriously if they disclose abuse, neglect and harm.
- **Take all reasonable steps to protect** children from abuse, neglect and/or harm.
- **Adhere to the Code of Conduct and the Child Safe Behaviour Standards** at all times (including with my own children if applicable) and immediately report and act on any concerns or observed breaches of these standards.
- **Adhere to all relevant Australian, State and Territory legislation and regulations** and child safe policies and procedures.
- **Raise concerns with my manager** if risks to child safety are identified, including cultural, environmental and operational risks.
- **Report any conflicts of interest** to my manager (such as an outside relationship with a child).
- **Reporting or act on any allegations or suspicions** of child abuse, neglect and harm regardless of whether the suspicion relates to the safety of the child while in the care of Goodstart or elsewhere.
- **Respect and protect the privacy** of children and their families by keeping all information about child abuse, neglect and harm concerns confidential.
- **Assist to my fullest capacity**, with any investigation carried out by a regulatory authority, statutory agency or with any internal investigative process in relation to allegations of child abuse, neglect or harm.
- **Immediately report unsafe behaviour** to my manager.

I WILL NOT:

- **Exaggerate or trivialise** child abuse issues.
- **Take, transmit, or save photographs, images or videos** of children or families on personal devices, including phones, cameras, tablets, computers or any other electronic devices.
- **Take, transmit, or save photographs, images or videos** of children whilst a child is not clothed, or during a behavioural escalation.
- **Offer children alcohol, cigarettes, or other drugs.**
- **Use sexual language or gestures** in the presence of children, show children pornographic images or share details of sexual experiences with a child.
- **Be alone with a child** when there is no professional reason for doing so.
- **Encourage a child to communicate with me in a private setting, including online.**
- **Offer or accept private services to families out of work hours**, e.g., babysitting or tutoring where no pre-existing family connection exists, without giving consideration to the risks associated and without approval from my manager.
- **Offer or accept emergency placements for children at the request of statutory child protection** without giving consideration to the risks associated and without approval from my manager.
- **Supervise family contact, including offering/accepting the supervision of family contact** to occur at the service at the request of statutory child protection.