

Child Safe Behaviour Standards



At Goodstart, we take any action necessary to ensure all children feel safe, are safe and are heard. This means we are dedicated to safeguarding children from abuse, neglect and harm, and fostering an environment of cultural safety where every child, family and staff member feels valued, respected and included. We recognise and celebrate the rich diversity of cultures, language and traditions within our community including First Nations People, those with culturally and linguistically diverse backgrounds, LGBTIQ+ and those with diverse abilities. We are committed to keeping all children safe and protected, ensuring they gain a strong sense of wellbeing, optimism and confidence so they have the learning, 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 Goodstart's 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. Cultural safety goes beyond traditional definitions of culture and recognises that diversity encompasses a range of factors, such as race, ethnicity, gender, sexual orientation, religion, ability, and more.
- **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.
- **Only take, transmit, or save photographs, images or videos on Goodstart-issued devices** for purposes relating to the documentation of learning, communication with families, educational purposes, safety and supervision, and professional development where parental authority has been provided and where consent from the child has been sought (where age appropriate).
- **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).
- Report or act on any instances of racism.
- **Report 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. If I have already raised a safety concern and I'm not satisfied with the outcome, and I feel that there is an unsafe practice or situation continuing, I will call the Goodcall hotline – 1300 376 583 (Option 1 for Safety and then Option 5 for Goodcall).

I WILL NOT:

- **Harm or exploit children and young people.**
- **Condone or participate in illegal, unsafe or abusive behaviour towards children**, including sexual, physical emotional, or psychological abuse, exposure to violence, neglect or grooming behaviours.
- **Use or condone hurtful, racist or discriminatory or offensive behaviour or language with children.**
- **Engage in unwarranted and inappropriate touching involving a child.**
- **Persistently criticise humiliate and/or denigrate a child or create a climate of fear, or show favour to one child over others.**
- **Deliberately prevent a child from forming friendships**
- **Ignore, disregard or fail to report** (to Police, Statutory Child Protection or internally) any concerns, suspicions or disclosures of child abuse, or obstruct or prevent anyone from reporting instances of abuse, neglect or harm, or exploitation in accordance with our policies and procedures.
- **Exaggerate or trivialise child abuse issues**
- **Use or have on my person, any personal electronic device that can take images or videos**, such as tablets, phones and smart watches, or personal file transfer media such as SD cards, USB drives, hard drives and cloud storage, whilst with children, or when engaged with children (unless written authorisation has been provided by the Centre Director for the listed essential purposes listed in the Taking Images or Videos of Children and Use of Electronic Devices Requirement).
- **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 in bathrooms, toilets or changeroom areas, nappy change facilities, cot rooms, cubbies or places where another educator or other staff member cannot see the image being taken.**
- **Take, transmit, or save photographs, images or videos of children whilst a child is not clothed, or during a behavioural escalation.**
- **Take, transmit, download or save photographs, images or videos of children for personal use.**
- **Take service issued / Goodstart devices home that contain photographs of children for any reason.**
- **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.