

## Working with Children - Code of Conduct Policy & Checklist for all Volunteers

DAISI is committed to the safety and well-being of children (child defined as being under 18 years of age). When DAISI is in contact with children, it is our aim to protect and support their rights in a holistic manner. By reading and agreeing to this Code of Conduct, you will be more aware of the policies that guide best practice standards for Charitable organisations working with children, which in turn will make you more comfortable working with children, knowing what is acceptable and unacceptable behaviour, allowing you to promote a safe environment for children. While working with DAISI we expect that you will:

- Realise the importance of undergoing a Working With Children Check (WWCC) and National Police Certificate (NPC) prior to working with DAISI.
- Be respectful to children, showing them dignity, using appropriate language and respecting their privacy, including keeping information about them confidential.
- Be sensitive and actively listen and look for the verbal and non-verbal signs they send you about how comfortable they are with you your closeness of contact, languages used, (including tone and loudness) as well as the natures of the conversation, and respectfully respond accordingly to lessen any uncomfotableness felt by the child..
- If a child says “stop” or appears uncomfortable with a particularly action or interaction, then stop this immediately and consider alternative approaches, including removing yourself from this interaction or replacing yourself with someone else more appropriate.
- Be aware that cultural differences exist between countries and communities in the South Pacific, and that your conduct (how you behave, speak and dress) should be culturally sensitive and appropriate.
- Seek permission from the child and relevant family members before taking any photos, videos. This permission, whilst it is preferably in writing, should convey the true and exact intent of use for such images, including placing these images online. Consider any potential harm that may come to the child or their family from public display of such images
- Except in emergency or unavoidable situations, avoid being in isolation with a child. It is always preferable to have the child you are interacting with in full view of another adult, in case a false accusation or mis-interpretation occurs. If you are a contractor, and not a member of DAISI, you must be accompanied at all times by a DAISI member when in contact with children.
- Never hit or abuse any child. Raising your voice with intent to make a child feel uncomfortable is a form of abuse. Abuse can also be in the choice of words used or emotional context in which a work or message is given.
- DAISI does not support corporal punishment but recommends alternative methods of discipline.
- Do not hire children to help around the house or otherwise exploit children through inappropriate labour. Remember that children have a right to education and play.
- Do not become involved sexually with a child whether by direct contact, exposing them to sexual materials or other non-contact sexual activity (grooming). In Australia, such conduct can be a serious offence punishable by imprisonment.
- International, national and local laws about child protection must always be complied with.
- Even when a child’s behaviour can be interpreted as inappropriate (for example, seductive behaviour) you are the adult in the situation, and therefore are always responsible for your behaviour towards a child.
- Inappropriate or suspicious behaviour should always be reported to your DAISI contact or the Child Protection Officer.
- DAISI will attempt to investigate such breaches of Code respect for all those involved. However, non-compliance with DAISI’s Working With Children Code of Conduct is a serious breach of contract and will be dealt with accordingly, and may be grounds for termination of membership and/or employment, and where felt necessary be reported to relevant authorities.

I have read and will comply DAISI’s Working with Children Code of Conduct.

**Signed:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Name:** \_\_\_\_\_