

Kreationz Cheer and Dance Code of Conduct

Background

This Code of Conduct has been prepared by Kreationz Cheer and Dance to set out clear principles on the behaviour of staff, volunteers and other adults when interacting with children.

This Code of Conduct reflects our organisation's commitment to child safety and our zero tolerance for any form of child abuse.

We expect all of our staff, volunteers and other adults associated with our organisation to share our commitment to child safety and to act appropriately towards children at all times. This Code of Conduct provides clear expectations of what we consider to be appropriate behaviour towards children.

All staff and volunteers Kreationz Cheer and Dance are required to sign the Code of Conduct and we ask that families and children join us in making these commitments, to ensure a safe environment for all children.

Standards of Conduct

Kreationz Cheer and Dance is committed to the safety of children. All staff, volunteers and other adults involved in Kreationz Cheer and Dance must commit to the following standards of behaviour in relation to children:

- Staff, volunteers or other adults involved in Kreationz Cheer and Dance must ensure that they foster appropriate relationships with children and never take advantage of a relationship of trust that they develop with children.
- A child's physical boundaries must be respected at all times and you must ensure that your behaviour does not make them uncomfortable. We must also be aware that children may not be able to properly communicate this discomfort to adults and all staff, volunteers or other adults involved in Kreationz Cheer and Dance must be aware of what constitutes appropriate physical contact.
- Everyone involved in Kreationz Cheer and Dance must have a zero tolerance approach to child abuse, must actively look into ways to continuously improve the protection of children, must actively seek to protect children from abuse and must prioritise the safety of the child.
- Concerns of children must be listened to and responded to appropriately, particularly where the concerns relate to child safety or child abuse.
- Everyone must be treated with respect, dignity and fairness. Children should not be singled out for attention or treatment (whether favourable or unfavourable).
- Any allegations of child abuse, information suggesting that child abuse may be occurring or child safety concerns must be immediately reported to the Kreationz Cheer and Dance Child Safety Officer (or another senior person within Kreationz Cheer and Dance if the Child Safety Officer cannot be contacted) and must also be reported to the police or child protection authorities.
- Activities which may place a child at risk of physical, mental or emotional harm should not be undertaken or permitted. This can include the lack of supervision of children and asking or allowing children to engage in activities that are clearly unsafe.
- Concerns regarding the behaviour of staff, volunteers or other persons associated with Kreationz Cheer and Dance towards children must be immediately reported to the Kreationz Cheer and Dance Child Safety Officer (or another senior person within Kreationz Cheer and Dance if it is not possible to report the concern to the Child Safety Officer).

- The cultural safety of aboriginal children and children from culturally or linguistically diverse backgrounds must be protected, fostered and encouraged.
- A safe and supportive environment must be provided for children with a disability.
- Behaviours which could constitute bullying must be avoided at all times. Any concerns about children being subject to bullying must be reported to the Kreationz Cheer and Dance Child Safety Officer or other suitable person.
- Staff, volunteers or other adults involved in Kreationz Cheer and Dance must use appropriate language when in the presence of children and avoid discussing adult or inappropriate topics in the presence of children.
- Contact or interactions with children outside of the organisation by staff, volunteers or other adults involved in Kreationz Cheer and Dance (other than incidental or unintentional contact) requires prior notification to the Kreationz Cheer and Dance Child Safety Officer.
- The Kreationz Cheer and Dance internet use policy must be complied with. Online communications must be respectful, professional and appropriate. Staff, volunteers and other adults involved in Kreationz Cheer and Dance should avoid online contact with families and children, outside the activities of Kreationz Cheer and Dance including via social media.
- All staff, volunteers or other adults involved in Kreationz Cheer and Dance must not engage in any behaviour regarding culture, race, ethnicity, religion, sex, sexuality or disability, which may be seen as derisive or derogatory. Kreationz Cheer and Dance treats all individuals equally and with respect and we expect others to do the same. We take a zero tolerance approach to discrimination.

This code of conduct, our Child Safe Policy and any directions or instructions we provide in relation to child safety must be complied with.

By signing below you agree to comply with and be bound by this Code of Conduct, and acknowledge your responsibility to immediately report any breach of this code to the Kreationz Cheer and Dance Child Safety Officer:

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Signature

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Name

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Role

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Date