CHILD SAFETY CODE OF CONDUCT

All staff, volunteers and Board members of RedGum – The Waldorf School of Central Victoria, are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

All personnel of RedGum are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to the RedGum Child Safe Policy at all times
- taking all reasonable steps to protect children from abuse
- 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 the 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)
- ensuring as far as practicable that adults are not left alone with a child
- reporting any allegations of child abuse to RedGum Child Safety Officer (the Principal), and ensure any allegation is reported to the police or child protection
- reporting any child safety concerns to RedGum Child Safety Officer (the Principal)
- 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' and participate in all relevant organisational activities where possible, especially on issues that are important to them.

Staff and volunteers 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 inappropriate sitting on laps. Sitting on laps could be appropriate sometime,

for example while reading a storybook to a small child in an open plan area)
- 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;
- 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 necessary, for example providing families with e-newsletters)

By observing these standards, you acknowledge your responsibility to immediately report any breach of this code to RedGum Child Safety Officer (the Principal)

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

Note that psychologists, registered medical practitioners, nurses, members of the police force and other professionals will have professional or occupational Codes of Conduct in relation to Child Safety and they will also be expected to adhere to these.

I agree to adhere to this Code of Conduct:

Name: ..... Date: .....

Signature: .....

Document Control

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Author:	
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Version History

Version	Effective Date	Description of changes from previous version	Authors
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1.2	January 2026	RedGum logo names and font added	Helen Ashwell
1.3	January 2026	Document control added	Helen Ashwell