



Balanced Choice

PROGRAM

Balanced Choice Program Child Safety Code of Conduct

Purpose

Our Child Safety Code of Conduct sets out the expected behaviour of adults with children and young people in our organisation.

All Balanced Choice Program facilitators, staff, contractors, and any other adults involved in child-connected work must follow the Child Safety Code of Conduct.

The Child Safety Code of Conduct applies to all physical and online environments used by participants during or outside of organisation hours, including other locations provided through third-party providers.

Acceptable behaviours

As Balanced Choice Program facilitators, staff, contractors, and any other member of our organisation involved in child-connected work, we are responsible for supporting and promoting the safety of children by:

- upholding our Balanced Choice Program commitment to child safety at all times and adhering to our Child Safety and Wellbeing Policy
- treating participants and families in our community with respect in our program environment and outside our program environment as part of normal social and community activities
- listening and responding to the views and concerns of participants, particularly if they disclose that they or another child or participant has been abused or are worried about their safety or the safety of another child or participant
- promoting the cultural safety, participation, and empowerment of First Nations participants, participants with culturally and/or linguistically diverse backgrounds, participants with a disability, international participants, participants who are unable to live at home, and lesbian, gay, bisexual, transgender, and intersex (LGBTIQ+) participants
- monitoring and assessment of facilitators and staff to ensure their continuing suitability for child-connected work
- reporting any allegations of child abuse or other child safety concerns to our CEO/Founder, Adam Drake

- understanding and complying with all reporting and disclosure obligations (including mandatory reporting) in line with our child safety responding and reporting policy and procedures and the [PROTECT Four Critical Actions](#) *
** This document is written for schools. Balanced Choice will follow the Four Steps to ensure the appropriate reporting steps are taken.*
- if child abuse is suspected, ensuring as quickly as possible that the participant(s) are safe and protected from harm

Unacceptable behaviours

As Balanced Choice Program facilitators, staff, contractors, and any other member of our organisation involved in child-connected work, we must not:

- ignore or disregard any concerns, suspicions, or disclosures of child abuse or harm
- develop a relationship with any participant that could be seen as favouritism
- display behaviours or engage with participants in ways that are not justified by the program environment or professional context
- ignore an adult's overly familiar or inappropriate behaviour towards a participant
- discuss intimate topics or use sexualised language, except when needed to deliver professional guidance
- treat a child or participant unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality, or ethnicity
- communicate directly with a participant through personal or private contact channels (including by social media, email, instant messaging, texting etc) except where that communication is reasonable in all the circumstances, related to the program schedule and activities, or where there is a safety concern or other urgent matter
- consume alcohol or take illicit drugs in the program environment or at an event where participants are present
- have contact with any participant outside of program hours except when needed to deliver the program or professional guidance and parental/guardian permission has been sought.

Breaches to the Child Safety Code of Conduct

All Balanced Choice Program facilitators, staff, contractors, and any other member of our community involved in child-connected work who breach this Child Safety Code of Conduct may be subject to disciplinary procedures in accordance with their employment agreement or relevant industrial instrument, professional code, or terms of engagement.

In instances where a reportable allegation has been made, the matter will be managed in accordance with the:

- the [Four Critical Actions](#) for complaints and concerns relating to adult behaviour towards a child *
- the [Four Critical Actions: Student Sexual Offending](#) for complaints and concerns relating to student sexual offending*

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All breaches and suspected breaches of the Balanced Choice Program Child Safety Code of Conduct must be reported to:

Adam Drake

CEO/Founder

Balanced Choice Program

E: adam@balancedchoice.org

M: 0488266950

If the breach or suspected breach relates to the CEO/Founder, contact:

Breanna Duncan

National Business Manager

Balanced Choice Program

E: breannad@balancedchoice.org

M: 0429 902 841

Approval and review

Created date	July 2023
Consultation	Balanced Choice Program - CEO/Founder, National Business Manager and Stage Managers, facilitators, staff and organisations we partner with to deliver the program.
Endorsed by	CEO/Founder - Adam Drake
Endorsed on	August 2023
Next review date	August 2025