

# ABC Child Safe Code of Conduct

The ABC is committed to the safety and wellbeing of Children and Young People and aims to protect them from harm. This document outlines expected behaviours from all workers to make sure that we create a safe and respectful environment for Children and Young People who work and come into contact with the ABC.

Workers are responsible for the safety and wellbeing of Children and Young People who engage with the ABC. Workers are expected to follow the ABC Child Safe Code of Conduct in their physical and online contact with Children and Young People under the age of 18 years.

This document should be read alongside the [ABC Child Safety & Wellbeing Policy](#).

Breaches of the ABC Child Safe Code of Conduct may lead to disciplinary action.

## Acceptable Behaviours:

You must:

- Treat Children and Young People with respect and behave courteously and ethically in your conduct with them, regardless of their age, gender, sexual preference, cultural or religious background and political opinions.
- Promote participation from Children and Young People by using inclusive and empowering language in communication and direction.
- Communicate with Children and Young People in an age-appropriate manner.
- Set clear boundaries between yourself and Children and Young People in relation to safety requirements and standards of behaviour.
- Avoid unnecessary physical contact with Children and Young People. If physical contact is necessary, then it must be done in a way that is appropriate to your professional or agreed role and responsibilities and in the presence or sight of a parent/guardian or chaperone.
- Be willing to listen and respond appropriately to Children and Young People's views and concerns.
- Identify and reduce risks to Children and Young People's safety and wellbeing as required by the [ABC's Working with Children Risk Assessment Checklist](#).
- Respond to any concerns or complaints of child harm or abuse promptly and in line with [ABC's Child Safety & Wellbeing Policy](#).
- Report any inappropriate behaviour or concerns for the welfare of a Child or Young Person to the [Child Protection Officers](#).

## Unacceptable Behaviours:

You must not:

- Subject a Child or Young Person to any form of corporal punishment, social isolation, immobilisation, sexual suggestion, offence, or misconduct.
- Create or foster any kind of online relationship via social media with a Child or Young Person.
- Be with a Child or Young Person in an isolated area, or alone with a Child or Young Person without a chaperone.
- Direct a Child or Young Person to perform in a sexually provocative or unsafe manner.
- Communicate with a Child or Young Person in ways that are likely to humiliate, frighten or distress them.
- Use tobacco products or possess or be under the influence of alcohol or illegal drugs at any time while working with Children and Young People.
- Use inappropriate language in the workplace in the presence of Children or Young People.
- Show or provide Children and Young People with access to inappropriate images or material.
- Develop any personal relationships with Children and Young People through special treatment or the offering of gifts.
- Do things of a personal nature that a Child or Young Person can do for themselves, such as toileting or changing clothes.
- Record a Child or Young Person's image or voice without their and/or their parent/guardian's knowledge\*. This applies when using production cameras or microphones, personal recording devices, or in a virtual setting for meetings/auditions/rehearsals. This also applies to children who are not necessarily part of the production, ie: siblings in background of Zoom meeting.

\*See [Editorial Policy Guidance Note](#) on covert filming for news, current affairs, or factual content.

## Reporting a Concern

If you believe a staff member has not operated in accordance with this document and wish to report a concern, scan the QR Code below to visit the [Child Incident Notification Form](#).

