



Child Safe Code of Conduct

CLAN Midland
COMMUNITY LINK & NETWORK

CLAN's Child Safe policy is informed by the relevant government legislation and the National Principles for Child Safe Organisations. CLAN accordingly ensures that its staff members are adequately screened and have undergone the requisite training for working safely with children.

Caring for children and young people brings additional responsibilities for CLAN and its staff members, who jointly commit to the safety and wellbeing of children and young people who engage with CLAN in the following ways.

We interact with children and young people by:

- ✔ Celebrating their individuality and supporting their right to be themselves.
- ✔ Treating them with respect, dignity and equality, free of all forms of discrimination, and acknowledging and embracing the diversity of their backgrounds and their individual needs.
- ✔ Demonstrating appropriate personal and professional boundaries in all our interactions with them and always behaving courteously and empathically towards them.
- ✔ Creating an environment that promotes and enables their participation and is welcoming, culturally safe and inclusive.
- ✔ Listening and responding appropriately to all views and concerns expressed by them, particularly when they communicate verbally or non-verbally that they are not feeling safe or well.
- ✔ Encouraging them to “have a say” about issues that are important to them and promoting inclusion in decision-making about the activities they participate in.
- ✔ Being respectful of their choice not to share photos or videos of them in cases where their parent/guardian has given overall consent for the family.
- ✔ Responding quickly, fairly and transparently to any serious complaints that are made by them.
- ✔ Identifying and mitigating risks to their safety and wellbeing in accordance with CLAN's health, safety and risk assessment policies.
- ✔ Contributing to ongoing discussion and policy enhancement based on our experiences with them and the feedback they provide.

Unacceptable behaviour when interacting with children is:

- ✘ Engaging in any unlawful acts and any physically, sexually or emotionally harmful behaviour or attending activities in their presence while under the influence of alcohol or prohibited drugs.
- ✘ Unlawfully discriminating in any form against them or their families.
- ✘ Disclosing personal or sensitive information, including photographs and videos, without the signed written consent of a parent/guardian.
- ✘ Using inappropriate language in their presence or providing access to inappropriate images or material.
- ✘ Being alone with them unnecessarily or engaging in personal contact in person or online for a purpose unrelated to CLAN's activities.