



Child and Youth Risk Management Code of Conduct - Declaration

As a staff member/volunteer of Variety QLD, I recognise that I have a duty to safeguard children and commit to maintaining an environment that prevents the exploitation, abuse or harm of children.

I agree to:

- Be open and honest in my dealings with children, their families, and communities participating in services, programs and events offered by Variety QLD;
- Treat children in a manner which respects their rights, integrity, and dignity;
- Act in the best interests of the child irrespective of age, sex, gender, gender identity, sexual orientation, nationality, ethnic origin, colour, race, language, religious or political beliefs, disability, mental or physical health, family, socio-economic status, cultural background, class, or any history or conflict with the law;
- Contribute to building an environment where children are empowered and encouraged to participate in decisions that affect them;
- Equip children and their parents/guardians with the knowledge and resources to understand their rights and what to do if they have a concern;
- Be a positive role model for children around me;
- Respect the privacy and confidentiality of children associated with Variety QLD, including:
 - Never disclosing or supporting the disclosure of information that identifies supported families or children unless there is express authorisation;
 - Never making any unsupervised contact with a child or young person or their family;
 - Never taking any photographs of children without securing the permission of the child, their parent/guardian and the CEO;
- Report and respond to any concerns, suspicions, incidents or allegations of actual or potential exploitation, abuse or harm of a child;
- Cooperate fully and confidentially in any investigation of concerns, suspicions, incidents or allegations of actual or potential exploitation, abuse or harm of a child;

I agree that I will not:

- Engage in any behaviour with a child that would amount to physical, emotional, psychological or sexual abuse or exploitation, neglect, grooming or bullying;
- Engage in any form of sexual activity or develop a sexual or physical relationship with any child regardless of the local age of consent;
- Have a child with whom I am in contact with as part of my work with Variety QLD, stay overnight at my home or any other personal residential location or accommodation, without the supervision of their parent/guardian;
- Sleep in the same room or bed as a child with whom I am in contact in a work-related context. Where it is necessary to sleep close to unaccompanied children, I will make sure that another adult is present and it is in line with authorised procedures;
- Do things of a personal nature for children, with whom I am in contact in a work-related context, (e.g. taking a child/young person to the toilet/bathroom; helping them get un/dressed etc.) that they can do for themselves;
- Spend time alone away from others with children with whom I am in contact in a work-related context; I will always make sure that another adult is with me and/or I am with the child in an open public place, where others are around and in plain view of others;
- Discriminate against, show differential or preferential treatment to particular children to the detriment of the child, or of others;
- Condone or participate in behaviour of children which is illegal, unsafe, exploitative, harmful, or abusive.