



We build strong **PEOPLE**
strong **FAMILIES** strong **COMMUNITIES**

YMCA of Sydney

Childsafe Code of Conduct

For staff and volunteers

The YMCA of Sydney is committed to the safety and well being of all children and young people accessing our services. We support the rights of the child and will strive to deliver a child safe environment at all times. We also support the rights and well being of our staff and volunteers and encourage their active participation in building and maintaining a secure environment for children.

It is a requirement for all Staff and Volunteers of the YMCA of Sydney to observe fully the following Code of Conduct.

DO:

- **Conduct yourself in a manner consistent with your position as a positive role model to children, and as a representative of the YMCA of Sydney.**
- Read, understand and conform with organizational policy and guidelines around the safety of children as outlined in the YMCA of Sydney Child Protection Policy.
- Treat all young people with respect and take notice of their reactions to your tone of voice and manner.
- Raise all concerns, issues or problems with your program coordinator as soon as possible.
- Ensure all allegations or suspicions of abuse are reported immediately to your coordinator and record the relevant details in writing.
- Ensure that staff and volunteers providing direct care for children are identified by a name tag and uniform that is familiar to the children with whom they work. Children will be instructed to avoid any person not so identified.
- Follow all other procedures relating to children's safety as stipulated in YMCA of Sydney's policies and procedures.

DO NOT:

- Engage in rough physical games.
- Hold, kiss, cuddle or touch children in an inappropriate and/or culturally insensitive way.
- Make violent or sexually suggestive comments to a child, even as a joke.
- Undertake a task of personal nature that a child can do for themselves, for example; changing clothes, grooming, feeding and toileting.
- Spend time alone with a child, always ensure another adult is present.
- Take a child to your home, or encourage meeting outside the program activity.
- Discipline children by the use of:
 - Emotional abuse
 - Favouritism
 - Physical abuse
 - Verbal abuse
 - Reference to cultural or ethnical differences
- Transport child/ren in your personal vehicle