Vibe Studios Pty Ltd (ACN 162 082 064)
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CHILD SAFETY CODE OF CONDUCT

All staff, contractors and volunteers of Vibe Studios Pty Ltd are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

All personnel of Vibe Studios are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to Vibe Studios child safe policy at all times / upholding Vibe Studios statement of commitment to child safety at all time
- taking all reasonable steps to protect children from abuse
- treating everyone with respect
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused and/or are worried about their safety or the safety of another
- promoting the cultural safety, participation and empowerment of Aboriginal children (for example, by never questioning an Aboriginal child's self-identification)
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination)
- promoting the safety, participation and empowerment of children with a disability (for example, during personal care activities)
- ensuring as far as practicable that adults are not left alone with a child
- reporting any allegations of child abuse to Vibe Studios Child Safety Officer Paul Richmond, and ensure any allegation to reported to the police or child protection
- reporting any child safety concerns to Vibe Studios Child Safety Officer Paul Richmond
- if an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe
- encouraging children to 'have a say' and participate in all relevant organisational

activities where possible, especially on issues that are important to them.

Staff, Contractors and volunteers must not:

- develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)
- exhibit behaviours with children which may be construed as unnecessarily physical. Staff can hug children but, there must be no favouritism of children, it must always be appropriate and in an open plan area.
- put children at risk of abuse (for example, by locking doors)
- do things of a personal nature that a child can do for themselves, such as toileting or changing clothes. This is particularly relevant for Vibe Studios regarding the trying on of costumes. Before you assist a child with the trying on of a costume you must get their consent and it must be in an open environment for example a studio or office area.
- engage in open discussions of a mature or adult nature in the presence of children (for example, personal social activities)
- use inappropriate language in the presence of children
- express personal views on cultures, race or sexuality in the presence of children discriminate against any child, including because of culture, race, ethnicity or disability
- contact with a child or their family outside of our organisation without our child safety officer's knowledge and/or consent (for example, no babysitting). Accidental contact, such as seeing people in the street, is appropriate
- have any online contact with a child or their family (unless necessary, for example providing families with newsletters)
- ignore or disregard any suspected or disclosed child abuse.

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Vibe Studios Child Safety Officer Paul Richmond.

If you believe a child is at immediate risk of abuse phone 000.

I agree to adhere to this Code of Conduct:

Name: .....

Signature: .....

Date: .....