

SunnyKids Code of Conduct - Working with Children

SunnyKids

For Staff, Volunteers, Students, Directors , Contractors

Purpose

SunnyKids is committed to providing a safe, supportive, and empowering environment for children and young people impacted by domestic and family violence and other complex life experiences.

This Code of Conduct outlines appropriate standards of behaviour for adults in positions of trust when interacting with or in the presence of children and young people.

Our Commitment to Child Safety

At SunnyKids children and young people are at the heart of everything we do. We are committed to creating a culture that actively promotes and upholds the safety, wellbeing, rights, and dignity of all children, particularly those impacted by domestic and family violence.

We believe that child safety is everyone's responsibility, and we expect all staff, volunteers, contractors, students, and board members to actively contribute to a safe and child-centred environment.

Our commitment includes:

- Placing children and young people at the centre of decision-making that affects them.
- Promoting a culture of safety, empowerment, participation, and inclusion for all children.
- Upholding the rights of children and young people.
- Creating spaces where children feel safe to speak up, express themselves, and raise concerns.
- Taking all disclosures, feedback, or concerns from children seriously and responding in line with policy and legislation.
- Embedding a child safe culture across all areas of our service delivery, governance, and daily operations.
- Providing training and support to all staff and volunteers to build their capacity to keep children safe.
- Recognising and addressing intersectional vulnerabilities, including those related to trauma, disability, culture, gender, or background.
- Ensuring all personnel understand and comply with our Child Safe Code of Conduct, and any breaches are addressed promptly and transparently.
- Working in partnership with families, communities, and other professionals, when safe and appropriate, to promote the best outcomes for children.
- All staff must hold a current Blue Card – 'Safe to Work with Children check' to attend the workplace.

By living this commitment every day, we aim to build a service culture where children's safety and wellbeing are visible, active, and embedded at every level.

Acceptable Behaviours

All people engaged with SunnyKids must:

- Act immediately and take all reasonable steps to ensure safety and protection of children and young people.
- Treat children and young people like individual clients
- Listen to and empower children, taking their views seriously and involving them where appropriate.
- Maintain clear, professional boundaries at all times.
- Treat all children with respect, dignity, and fairness regardless of ability, background, or identity.
- Be a positive role model for children and young people.
- Comply with all child safety laws and policies, including mandatory reporting obligations.
- Create culturally safe and inclusive environments, particularly for:
 - Aboriginal and Torres Strait Islander children
 - Children from CALD backgrounds
 - Children with disabilities
 - LGBTIQ+ children and youth
- Use child-friendly language and trauma-informed approaches.
- Participate in child protection and DFV training, as required.

Unacceptable Behaviours

You must not:

- Engage in or ignore any form of child abuse, harm, grooming, exploitation, or neglect.
- Prevent or discourage an individual from reporting harm to a child.
- Act punitively, use physical punishment, fear, threats, or degrading language.
- Ignore or delay responding to any disclosures, suspicions, or allegations.
- Initiate private or secret contact with a child via social media, texting, or in person without organisational approval.
- Be alone with a child where it is not necessary or appropriate.
- Take photographs or videos of children without the informed consent of both the child and their parent/guardian.
- Share a child's private information without lawful reason or permission.

- Be under the influence of alcohol or drugs while working or volunteering; or provide any illicit substances to a child.
- Discriminate against or exclude any child.

Supporting Vulnerable Children in Queensland

Children and young people who are exposed to domestic and family violence, trauma, or family breakdown may experience increased risks of harm. Our approach is:

- Trauma-informed
- Culturally responsive
- Family-sensitive, where it does not compromise child safety
- Guided by the Child Safe Standards, Reportable Conduct Scheme, Child Protection Act 1999 and Human Rights framework

We collaborate safely and appropriately with families, First Nations communities, and service networks to ensure child safety remains paramount.

Reporting Responsibilities

You are legally and ethically required to report:

- Any suspicion or disclosure of child abuse, harm, or neglect inclusive of child exploitation and exposure to domestic and family violence.
- Any breach of this Code of Conduct.
- All mandatory reporters must comply with legal reporting obligations.
- Others, including volunteers, must report concerns under SunnyKids policies.
- Failure to report or act can result in disciplinary action and/or legal consequences.
- Report to Management or your Head of department if you suspect a staff member has breached this Code of Conduct or hold concern that a child is being harmed.