

Policy: Kids Disco Parties Code of Conduct

All staff, volunteers, event hosts, party guests and attendees have the right to feel safe. Kids Disco Party has no tolerance for abuse including discrimination, sexual harassment, victimization, racial and religious vilification. If you think you have been discriminated against, sexually harassed, victimised or vilified we are here to support. You can a confidentially report abuse to Kids Disco Parties management by calling 1300 35 65 75. **If you believe you or a child is at immediate risk of abuse phone 000 or contact the Department of Human Services by calling 13 12 78.**

All staff and volunteers of Kids Disco Parties 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 Kids Disco Parties are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to Kids Disco Parties child safe policy at all times / upholding Kids Disco Parties 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
- ensuring as far as practicable that adults are not left alone with an individual child
- reporting any allegations of child abuse to Kids Disco Parties Child Safety Officer Trent Ray (Founder) and ensure any allegation to reported to the police or child protection
- reporting any child safety concerns to Kids Disco Parties Child Safety Officer Trent Ray (Founder)
- 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 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 (for example inappropriate sitting on laps or holiday hands. Holding hands with a child may be appropriate if dancing or playing a party game 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
- engage in open discussions of a mature or adult nature in the presence of children (for example, personal social activities or playing music with inappropriate/adult content)
- 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

- have 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 e-newsletters or through the Online Song Request Competition)
- ignore or disregard any suspected or disclosed child abuse.

Parents/Party/Event Supervisors must not:

- consume alcohol whilst actively supervising disco party activities and in the presence of children
- use inappropriate language in the presence of children
- 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
- engage in open discussions of a mature or adult nature in the presence of children (for example, personal social activities or playing music with inappropriate/adult content)
- 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

If you believe a child is at immediate risk of abuse phone 000 or contact the Department of Human Services by calling 13 12 78.