**MSTYP Child Safety Code of Conduct**

**Introduction**

The protection of children and young persons is the responsibility of everyone working at Marian Street Theatre for Young People Inc (**MSTYP**) including all staff, Committee Members, staff, volunteers and contractors. We all share responsibility for promoting the wellbeing and safety of children and must behave appropriately towards them when they are in our presence.

**Purpose**

The purpose of this code of conduct is to:

* promote child safety in the MSTYP environment;
* set standards about the ways in which individuals working in the MSTYP environment are expected to behave and conduct themselves when interacting with children; and
* outline the possible consequences should this code of conduct be breached.

**Scope**

All individuals who are working in the MSTYP environment are required to comply with this code of conduct. Such individuals include those who are:

* directly engaged or employed by MSTYP, such as its staff and volunteers; and
* contracted service providers.

The MSTYP environment is any physical or virtual place made available or authorised by MSTYP for use by a child, and includes:

* our main office at Suite 214, 75 Archer Street Chatswood NSW 2067;
* online environments including email and intranet systems; and
* other locations used by MSTYP, including locations used for performances, rehearsals, classes, training, workshops, excursions, competitions and other events.

**Standards of conduct**

Persons working in the MSTYP environment (including Committee Members, staff, volunteers and contractors) will:

* comply with MSTYP's Child Safe Policy;
* respect the privacy of children;
* protect children from violence, abuse, bullying, torment, ridicule and neglect;
* respect the language and customs of a child's family;
* protect children from child abuse;
* maintain a duty of care towards children;
* avoid covert or overt sexual behaviours when interacting with children;
* maintain appropriate physical and emotional boundaries in their interactions with children;
* refrain from possessing or using illegal drugs, prescription or "over the counter" medications (other than in accordance with their instructions for use) or alcohol when working with children;
* behave as positive role models;
* report immediately to MSTYP if they have a reasonable belief or suspicion that a child has been or is being abused or neglected; and
* alert MSTYP if a breach of this code is observed.

Persons working in the MSTYP environment will **not**:

* behave in a discriminatory way towards children;
* engage in conduct towards or in the presence of a child that suggests contempt, ridicule or intolerance because of the child's or another person's race, culture, religion, sex or disability;
* engage in prejudicial, oppressive or threatening behaviour towards a child;
* use offensive, profane, discriminatory or abusive language towards or in the presence of a child;
* communicate privately with children outside the context of their professional or volunteer relationship;
* give gifts to or accept gifts from a child without the knowledge of the child's parent or guardian;
* engage in a private conversation with a child by text messaging, email, Facebook, Twitter or other form of electronic or social media except in accordance with authorised purposes; or
* take photos or videos of children in the environment, or publish photos or videos (including online), without the authorisation of MSTYP, the child or the child's parents or guardians.

**Breaches of this code**

Employees of MSTYP who breach this code of conduct will be liable to disciplinary action in accordance with MSTYP's disciplinary policies. Such disciplinary action may include counselling, receiving a written warning, loss of privileges, suspension from duties or the termination of their employment.

Contractors and volunteers of MSTYP who breach this code of conduct may face termination of their engagement with MSTYP. Employees of contractors or sub-contractors may also be refused permission to continue working in the MSTYP environment.

In appropriate cases, a breach may be referred to the police and/or a regulatory body.

## Other relevant policies:

* Child Safe Policy

**Policy review**

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| Date of approval by MSTYP Committee: | 28 November 2018 |
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