



# Rebalance the Globe

## Child Protection Policy

**Rebalance the Globe** recognises that all children in all circumstances have the right to feel safe and be safe and to live free from harm caused by sexual, physical and emotional abuse, exploitation and neglect.

**Rebalance the Globe** considers child abuse unacceptable in all circumstances and is committed to ensuring that all possible and necessary steps are taken to acknowledge the rights and protection of all children that we work with.

**Rebalance the Globe** is committed to the protection of all children from all forms of harm; in particular the safety and wellbeing of the children involved in Rebalance the Globe programs.

## Child Protection Code of Conduct

This Code of Conduct provides guidance to staff and volunteers on acceptable behaviours and appropriate boundaries when working with children.

### **Rebalance the Globe Staff and Volunteers will:**

1. Act in the best interests of all children.
2. Treat every child with dignity and respect, regardless of differences of national origin, religion, age, ability, gender, language, culture and economic status.
3. Respect the special relationship between children and their families and incorporate this perspective in all interactions with children.
4. Conduct themselves in a manner consistent with their position as a positive role model to children and as a representative of Rebalance the Globe.
5. Be alert! Be sensitive to children and signs that may indicate abuse.
6. Listen to children, take their concerns seriously and allow them to have a say in the decisions that affect them.
7. Be visible when working with children.
8. Avoid being alone with children where possible and try to ensure that other adults are present when working with children.

### **Rebalance the Globe Staff and Volunteers will not:**

1. Engage in any behaviour that is intended to shame, humiliate, belittle or degrade children.
2. Use language, make suggestions or offer advice that is inappropriate, offensive or abusive.
3. Act in ways that may be abusive or place a child at risk of abuse
4. Condone, or participate in, behaviour of children which is illegal, unsafe or abusive.
5. Act in a way that shows unfair differential treatment, or favouring particular children to the exclusion of others.
6. Photograph or video a child without the consent of the child and his/her parents or guardians.



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## Child Protection Code of Conduct - relating to the use of children's images for work related purposes

**Before photographing or filming a child for work related purposes, Rebalance the Globe Staff and Volunteers will:**

1. Assess and endeavour to comply with local traditional restrictions for reproducing personal images
2. Obtain consent from the child or a parent or guardian of the child and explain how the photograph or film will be used
3. Ensure photographs, films, videos and DVD's present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive
4. Ensure images are honest representations of the context and the facts
5. Ensure file labels do not reveal identifying information about a child when sending images electronically