



Barca Academy Australia Safeguarding Children and Young People – Code of Conduct

1. Purpose

The purpose of the Barca Academy (BA) Safeguarding Children and Young People Code of Conduct is to:

- Set clear expectations for safe, respectful, and appropriate behaviour with children
- Prevent and reduce the risk of abuse, harm, exploitation, and unsafe conduct
- Promote child empowerment, participation, and inclusion
- Ensure a culturally safe environment for Aboriginal children
- Support compliance with all relevant legislation and the Child Safe Standards
- Enable staff, volunteers, contractors, and community members to identify, respond, and report concerns

Compliance with this Code is mandatory.

2. Scope

This Code applies to:

- All employees, contractors, volunteers, and Board members
- Students, trainees, and third-party providers
- Anyone engaged in work or activities involving children through BA

It applies to all settings:

- In person
- Online and digital environments
- Off-site, excursions, and high-risk activities
- Third-party venues or contractor sites

3. BA's Commitment to Child Safety

BA is committed to:

- A zero-tolerance approach to child abuse, neglect, exploitation, discrimination, and harm
- Empowering children to have a voice, express concerns, and participate in decisions
- Respecting all children's rights, identities, cultures, abilities, and experiences
- Ensuring Aboriginal children have culturally safe environments where their identity, community, and connection to culture are respected
- Creating safe physical and online environments
- Responding to all concerns promptly and transparently
- Continuous improvement in child safety practice

4. Definitions

Child

Any person under the age of 18.



Child Abuse

Includes:

- **Physical abuse:** non-accidental injury or harm
- **Sexual abuse:** sexual acts, sexual touching, sexualised behaviour, grooming
- **Grooming:** behaviours that build trust to sexually exploit a child
- **Emotional or psychological abuse**
- **Neglect:** failure to provide care, supervision, nourishment, or safety
- **Family violence:** as experienced directly or indirectly by a child
- **Cultural abuse:** racism, discrimination, or harm to cultural identity
- **Online abuse:** bullying, grooming, exploitation, exposure to harmful content

Child Harm

Any detrimental impact on a child's wellbeing, physical, emotional, psychological, social, cultural, or spiritual.

5. Child Safety Risks Identified by BA

The following child-safety risks are recognised within BA and must be actively mitigated:

- Adults being alone with children (physical isolation)
- Online contact, communication, or unsupervised digital interaction
- Inappropriate physical contact
- Vehicles, transport, and off-site activities
- Children involved in higher-risk recreation or services
- Cultural harm to Aboriginal children
- Bullying or peer-to-peer abuse
- Unsafe external contractors or visitors
- Failure to identify early warning signs
- Lack of supervision or unclear responsibilities
- Online platforms used without monitoring
- Unsafe physical environments or equipment

All personnel must follow BA risk management plans and prevent these risks from occurring.

6. Expected Behaviours (You MUST)

All adults must:

Respect & Inclusion

- Treat all children with kindness, dignity, and respect
- Respect cultural, linguistic, disability, gender, and identity needs
- Actively support Aboriginal children to express and celebrate culture

Child Empowerment

- Encourage children to speak up and participate
- Listen to children's views and take them seriously
- Explain decisions in age-appropriate, understandable ways

Safe Behaviour

- Use appropriate, non-violent, non-threatening language
- Maintain clear, professional boundaries
- Use physical contact only when appropriate, consented to, and necessary
- Follow all BA online safety procedures

Transparency

- Keep interactions visible and interruptible
- Report all concerning behaviour, risks, or breaches immediately



7. Unacceptable Behaviours (You MUST NOT)

Adults must **never**:

- Engage in any form of child abuse
- Develop sexual, exploitative, or overly personal relationships with children
- Engage in grooming behaviours
- Be alone with a child where not required
- Use physical punishment or aggression
- Shame, ridicule, or emotionally harm a child
- Ignore cultural needs or behave in culturally unsafe ways
- Use personal phones or social media to contact children
- Take photos or videos of children without consent and BA approval
- Consume alcohol or drugs before or during child-related work

8. Online Safety Obligations

Adults must:

- Use BA-approved platforms for communication
- Keep messages transparent and professional
- Avoid private chats, calls, or image sharing with children
- Report unsafe online contact or behaviour
- Protect children from exposure to harmful content

9. Working with Aboriginal Children and Communities

All adults must:

- Actively support cultural safety and identity
- Encourage Aboriginal children to express culture
- Challenge racism and discriminatory behaviour
- Follow BA's cultural safety guidelines and Appendix A in the Safeguarding Children and Young People Complaints Handling Policy

Failure to support cultural safety is a breach of this Code.

10. Reporting Obligations

Internal Reporting (mandatory)

You must report immediately to:

- Safeguarding Lead
- Manager or senior leader
- BA leadership

External Reporting (legally required)

You must report to authorities when required by law:

- State/Territory Police
- Child Protection
- Reportable Conduct regulators
- Mandatory reporting schemes



Criminal Offences Relevant to Child Safety:

- Failure to protect a child from sexual abuse
- Failure to disclose child sexual abuse
- Grooming offences
- Possession or distribution of child exploitation material
- Mandatory reporting non-compliance

Not reporting concerns can result in disciplinary action and criminal consequences.

11. Breaches of this Code

Breaches may result in:

- Removal from child-related duties
- Disciplinary action
- Termination of employment or volunteer engagement
- Suspension or removal of contractors
- Notifications to external authorities
- Criminal charges

12. Review and Improvement

This Code of Conduct will be:

- Reviewed every 12 months
- Updated following any incident, legislative change, or audit finding
- Approved by the BA Board
- Reviewed in consultation with children, families, staff, and Aboriginal community representatives

13. Acknowledgment

All staff, volunteers, contractors, and Board members must:

- Read and understand this Code
- Agree to follow the Code at all times

14. Document Control

Version	Date Approved	Approved By	Document Owner	Next Review Date	Change Summary
V1.0	2 February 2026	Director	Safeguarding Lead	2 February 2027	Initial release