



Code Of Conduct

Code of Conduct for all Workers, Volunteers, and participants.

A code of conduct provides the minimum expected behaviour of all personnel within our organisation. Strategies to support your code of conduct should include:

- requiring all personnel to acknowledge and sign your code of conduct at our mentoring training induction sessions and/or upon hiring.
- Our code of conduct is published on the website www.l2p.today and is widely available and communicated to all relevant personnel.
- Communication channels are always available and feedback through the DEPUTY app will come instantly to the company management. The DEPUTY app is made available to all mentors
- If a child reports through their parent, school, carer, guardian or referring agency, under the mandatory guidelines and the expectations set out in our Child Safety Policy it is of L2P Drive with Me's responsibility to investigate and address the reported behaviour.
- ensuring your code of conduct is supported by clear organisational reporting and response mechanisms to address breaches of the code. All communication channels are outlined in the communication section of our policy and procedures.

Caring for children and young people brings additional responsibilities for employees and volunteers of our organisation. All employees and volunteers of our organisation are responsible for promoting and protecting the safety and wellbeing of children and young people by:

- always sticking to the organisation's child safe policy and taking all reasonable steps to ensure the safety and protection of children and young people
- treating everyone (this includes staff, volunteers, students, children, young people and parents) including those of different race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes and religious beliefs with respect and honesty and ensure equity is upheld
- being a positive role model to children and young people in all your conduct with them
- setting clear boundaries about appropriate behaviour between yourself and the children and young people in your organisation – boundaries help everyone to understand their roles
- listening and responding appropriately to the views and concerns of children and young people

- ensuring another adult is always present or in sight when conducting one to one coaching, instruction, or other activity
- being alert to children and young people who are, or may be at risk of harm, and reporting this quickly to the Child Abuse Report Line (13 14 78)
- responding quickly, fairly, and transparently to any serious complaints made by a child, young person, or their parent/guardian
- encouraging children and young people to 'have a say' on issues that are important to them.

Employees and volunteers must not:

- engage in rough physical games
- Collect any personal data from the young person including but not limited to last name, phone number, address, social media profiles, relatives, and friends.
- develop any 'special' relationships with children and young people that could be seen as favouritism such as the offering of gifts or special treatment
- do things of a personal nature that the child can do themselves, for example using public facilities such as toilets, cafes or making phone calls for them.
- discriminate against any child or young person because of age, gender, cultural background, religion, vulnerability, or sexuality.

Breach of the Code of Conduct

Breaches will result in an immediate discussion and/or mediation. Significant breaches may be reported under the mandatory reporting legislation of the state or territory being worked in at the time. Police involvement will be at the discretion of management if there is a risk of any form of harm be it social, mental, physical, or detrimental to the confidence of the individual in any way. Someone will be stood down dependent on the severity of the situation and the level of risk to themselves, workers, Children or Young People.

I agree to abide by the Global Community Support LTD ta "Feed More People" and ta "L2P Drive with Me" code of conduct.

Name:.....

Signature:.....

Date:.....