



RPC Child Protection Policy¹

Child Protection Policy

RPC maintains a zero tolerance policy towards child abuse.

RPC always assesses and manages child protection risk and impact. For positions involving contact with children or working with children, recruitment includes appropriate assessment procedures and induction includes training specifically on Child Protection Policies. Equivalent procedures apply to contractors and other RPC personnel. In all actions concerning children, the best interests of the child shall be the primary consideration. RPC will suspend or transfer to other duties any employee who is under investigation for child related misdemeanours.

No personnel is to engage in behaviour that is intended to shame, humiliate, belittle or degrade children, including using language towards children that is harassing, abusive, sexually provocative or culturally inappropriate.

No personnel is to engage in any form of sexual activity with children, where under all applicable laws, the child is under the age of consent.

All personnel are required to adhere to the following rules when dealing directly with children (excluding where applicable the person's own child(ren), and in doing so take responsibility for ensuring they do not place themselves in a position where they risk allegations being made against them:

- treat children with respect regardless of race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status;
- not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate;
- not engage children under the age of 18 in any form of sexual intercourse or sexual activity, including paying for sexual services or acts;
- wherever possible, ensure that another adult is present when working in the proximity of children;
- not invite unaccompanied children into my home, unless they are at immediate risk of injury or in physical danger or have been granted permission from their guardian/parent;
- not sleep close to unsupervised children unless absolutely necessary, in which case I must obtain my supervisor's permission, and ensure that another adult is present if possible;
- not use any computers, mobile phones, video cameras, cameras or social media inappropriately, and never exploit or harass children or access child exploitation material through any medium;
- not use physical punishment on children;
- not give or provide children with alcohol or illegal drugs;
- not show favouritism through the provision of gifts or inappropriate attention;

¹ This document is a consolidated extract from the RPC Code of Conduct endorsed by the Board of Trustees on 26 July 2017. It should be read in conjunction with that document.

- not hire children for domestic or other labour which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury;
- comply with all relevant legislation, including labour laws in relation to child labour;
- immediately report concerns or allegations of child abuse in accordance with appropriate procedures;
- disclose without delay all charges, convictions and other outcomes of an offence, which occurred before or occurs during my association with RPC, and which relate to child exploitation or abuse;

When photographing or filming a child for work related purposes, all personnel must:

- assess and endeavour to comply with local traditions or restrictions for reproducing personal images before photographing or filming a child;
- obtain informed consent from the child and parent or guardian of the child before photographing or filming a child; as part of this they must explain how the photograph or film will be used;
- ensure photographs, films, videos and DVDs 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;
- ensure images are honest representations of the context and the facts; and
- ensure file labels, meta data or text descriptions do not reveal identifying information about a child when sending images electronically or publishing images in any form.

All RPC personnel should understand that the onus is on them to use common sense, avoid actions or behaviours that could be construed as child exploitation and abuse. They must also understand their responsibility in the course of their work to immediately report any suspected cases of child abuse to RPC management.