



Safeguarding Code of Conduct Agreement

This Code of Conduct establishes a standard of behaviour to be followed by Board members, employees, volunteers, contractors, partners, affiliates and visitors of PBP Art (WA) Ltd. ("PBP") in relation to safety and wellbeing of people with whom you come into contact.

INSTRUCTIONS

Read PBP's Safeguarding Policy and complete the agreement below.

1. I have read, understood and will adhere to PBP's Safeguarding Policy
2. Role at PBP (eg. Board Member, Board Officer, Employee, Volunteer, Parent, Participant, Contractor, Partner, Affiliate or Visitor)

RELATIONSHIPS WITH CHILDREN & VULNERABLE PEOPLE

3. I will:
 - ☐ Respect the privacy of participants, their families and carers
 - ☐ Be a positive role model
 - ☐ Maintain a safe environment
 - ☐ Speak in an encouraging and positive manner and use appropriate language
 - ☐ Listen actively and offer empathy and support
 - ☐ Ensure all interactions are safe, respectful and that appropriate boundaries are maintained at all times
 - ☐ Report any safety concerns to the Program Coordinator, and if they are not available, speak directly with the Chief Executive Officer
4. I will not:
 - ☐ Shame, humiliate, oppress, belittle or degrade people
 - ☐ Unlawfully discriminate against any person
 - ☐ Engage in any activity that is likely to physically or emotionally harm a person
 - ☐ Initiate unnecessary physical contact with a vulnerable person, or do things of a personal nature for them
 - ☐ Develop a relationship with a specific child or vulnerable person for my personal needs
 - ☐ Show favouritism through the provision of gifts or inappropriate attention
 - ☐ Arrange contact, including online contact, with vulnerable people outside of PBP's programs and activities
 - ☐ Photograph or video a person without their consent
 - ☐ Work with vulnerable people while under the influence of alcohol or illegal drugs
 - ☐ Initiate discussions of a mature or adult nature in the presence of vulnerable people



RELATIONSHIPS WITH PARENTS/GUARDIANS AND FAMILIES

5. I will:
- ☐ Be respectful of, and courteous towards, parents/guardians and families
 - ☐ Communicate with parents/guardians and families in a timely and sensitive manner
 - ☐ Respond to concerns expressed by parents/guardians and families in a timely and appropriate manner

ACKNOWLEDGEMENT

By submitting this Agreement, I agree that I have read and understood:

- The contents of this agreement.
- A breach of this agreement may lead to disciplinary action, up to and including dismissal and/or the end of my involvement with PBP.

6. Full Name

7. Date