



Denmark Arts

Child Safety, Wellbeing and Vulnerable Persons Code of Conduct

Purpose

This Code of Conduct sets out the standards of behaviour expected from everyone engaging with Denmark Arts programs, events, and activities involving children, young people, and vulnerable persons.

It reflects our commitment to creating **safe, respectful, inclusive, and empowering environments**, and supports our internal Child Safety, Wellbeing, and Vulnerable Persons Safeguarding Policy.

For details on our internal safeguarding procedures, staff obligations, and reporting frameworks, please contact Denmark Arts admin@denmarkarts.com.au.

Who This Applies To

This Code applies to all people engaging with Denmark Arts in any capacity, including, but not limited to:

- Staff, board members, contractors, volunteers, and interns
- Artists, facilitators, and program partners
- Visitors, suppliers, and collaborators at our events or venues

Our Commitment

Everyone engaged with Denmark Arts shares responsibility to:

- Protect and promote the safety, wellbeing, and dignity of children, young people, and vulnerable persons
- Act with integrity, fairness, respect, and professionalism
- Follow all relevant laws and organisational procedures related to safeguarding

Standards of Behaviour

Expected Conduct:

- Treat all children, young people, and vulnerable persons with respect and dignity, regardless of their background, identity, or abilities.
- Listen to their views, concerns, and experiences, and take them seriously.
- Foster inclusive, culturally safe, and accessible environments where everyone feels welcomed, valued, and supported.
- Use language and tone that is respectful, encouraging, and appropriate.
- Maintain vigilance to identify and reduce risks to safety
- Obtain informed consent from parents, guardians, or carers before involving children or vulnerable persons in activities, photography, or recordings.
- Complete required safeguarding training and maintain appropriate qualifications, such as Working with Children Checks
- Report any concerns, suspicions, or disclosures of harm, neglect, or exploitation promptly to the designated safeguarding officer or authority.

Conduct that breaches this code:

- Engaging in any behaviour that shames, humiliates, belittles, or degrades children, young people, or vulnerable persons.
- Developing relationships that could be perceived as favouritism, grooming, or otherwise inappropriate.
- Any form of sexual contact, behaviour, or communication with or in the presence of children, young people, or vulnerable persons.
- Being alone with a child, young person, or vulnerable person where others cannot observe the interaction, except when unavoidable and authorised with appropriate consent.
- Using physical discipline, violence, or aggressive behaviour.
- Ignoring or failing to report concerns or allegations of harm, abuse, or neglect.
- Supplying or being under the influence of alcohol, tobacco, or illicit substances when working with children, young people, or vulnerable persons.

- Communicating through personal social media, phone, or email with children, young people, or vulnerable persons without prior organisational and parental/carer consent.

Online & Digital Conduct

When interacting online as part of Denmark Arts activities:

- Use only approved organisational platforms
- Maintain professional boundaries at all times
- Ensure all communications are transparent, appropriate, and related to organisational purposes

Reporting Concerns

Concerns about child safety, wellbeing, or inappropriate behaviour should be reported promptly to Denmark Arts staff.

Denmark Arts takes all reports seriously and will manage them so far as reasonably practicable, in line with legislation and internal safeguarding procedures.

Public Assurance

Denmark Arts is committed to protecting children, young people, and vulnerable persons in all programs, events, and venues.

- Everyone engaged in our activities has a shared responsibility for safety
- Third parties, contractors, and external partners remain responsible for their own participants, workers, and activities
- Our approach follows all applicable laws, codes of practice, and WHS/insurance requirements