



Peninsula Outdoors - Code of Conduct

1. Introduction

Our Code of Conduct serves as a set of guidelines for all personnel associated with Peninsula Outdoors to ensure the safety and well-being of children and vulnerable individuals while maintaining a respectful and professional environment. It is crucial to adhere to these principles and demonstrate our unwavering commitment to child safety.

2. Respect and Dignity

2.1. Treat all children and vulnerable individuals with respect, dignity, and kindness. Show empathy and understanding towards their unique needs, backgrounds, and experiences.

2.2. Avoid any form of discrimination, harassment, or bullying. Do not engage in or tolerate behaviors that belittle, intimidate, or harm children or vulnerable individuals.

3. Appropriate Boundaries

3.1. Maintain professional boundaries when interacting with children and vulnerable individuals. Do not form personal relationships that could compromise their safety or well-being.

3.2. Avoid engaging in any form of intimate or inappropriate contact with children or vulnerable individuals.

4. Supervision and Safety

4.1. Ensure the physical and emotional safety of children and vulnerable individuals during activities, programs, or services.

4.2. Provide adequate supervision to prevent accidents, injuries, or any situations that could potentially harm them.

5. Communication and Transparency

5.1. Maintain open and honest communication with children, vulnerable individuals, and their families.

5.2. Encourage children and vulnerable individuals to express their thoughts, concerns, or complaints without fear of retribution.

5.3. Promptly report any concerns, suspicions, disclosures, or incidents involving abuse or harm to the designated authorities within Peninsula Outdoors.

6. Privacy and Confidentiality

6.1. Respect the privacy and confidentiality of children and vulnerable individuals. Do not disclose personal information, sensitive details, or any identifying information without proper consent.

6.2. Safeguard all records, documents, and digital information related to children and vulnerable individuals to prevent unauthorized access.

7. Professional Development

7.1. Participate in training, induction programs, and ongoing education related to child safety. Continuously improve your knowledge and skills to ensure the safety and well-being of children and vulnerable individuals.

7.2. Stay informed about best practices and regulations pertaining to child safety.

8. Reporting

8.1. If you suspect or become aware of any potential risk, harm, or abuse to children or vulnerable individuals, report it immediately to the designated authorities within Peninsula Outdoors.

8.2. Cooperate fully with any investigations into concerns, allegations, disclosures, or incidents of abuse or harm.

9. Social Media and Digital Platforms

9.1. Maintain professionalism and discretion when using social media or digital platforms. Do not engage in any online behavior that could compromise the safety or reputation of children and vulnerable individuals or Peninsula Outdoors.

10. Compliance

10.1. Adhere to all legal and regulatory requirements related to child safety, including National Criminal History Checks and Working with Children Checks.

10.2. Comply with the Peninsula Outdoors Child Safety Policy and related procedures.

11. Consequences of Non-Compliance

11.1. Failure to adhere to this Code of Conduct may result in disciplinary actions, up to and including termination of employment or volunteer status.

11.2. Non-compliance with child safety requirements may also result in legal consequences.

By following this Code of Conduct, we affirm our commitment to creating a safe, inclusive, and nurturing environment for children and vulnerable individuals engaged with Peninsula Outdoors. We recognize that our collective efforts are essential in upholding this commitment and ensuring their well-being.