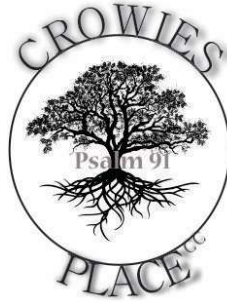


Crowies Place cc

2009/125805/23
147 Beaufort Street
Goodwood
7460



Email : info@crowiesplace.co.za

Cell : 082 046 5862

Staff Recruitment, Training and Code of Conduct Policy

A. Staff Recruitment, Support, and Training

Safe recruitment will be ensured by checking the suitability of staff to work with children.

An application form is completed during initial recruitment.

Pre-activity training is provided, clarifying activity requirements, responsibilities, and child protection procedures.

Staff sign up to the Crowies Place CC Child Protection Policy.

Staff are selected based on their suitability and ability to work safely with children.

Volunteers with significant responsibility for safeguarding children will complete a risk assessment.

Ongoing awareness of child protection issues will be addressed through continuous training.

B. Staff Conduct

Good Practice Guidelines:

Work in an open environment where possible, avoiding private or unobserved situations.

Never engage in unnecessary physical contact, if comforting a distressed child, ensure it is appropriate and justified.

Treat all children equally, with respect and dignity, and challenge discriminatory comments and behaviour.

Be clear about activity objectives and always prioritize the welfare of each child.

Maintain a safe and appropriate distance from children, avoiding intimate relationships.

Be a positive role model, avoiding smoking or drinking alcohol while responsible for children.

Provide constructive feedback and avoid negative criticism.

Use only reasonable restraint to protect a child or others if necessary, and document any such incident.

Secure parental consent in writing for emergency first aid or other medical treatment for their child/ren.

Always refer any problems to the DCPO.

Practices that Should Never Be Sanctioned:

Engaging in rough, physical, or sexually provocative games.

Engaging in any form of inappropriate touching.

Ignoring inappropriate language or behaviour.

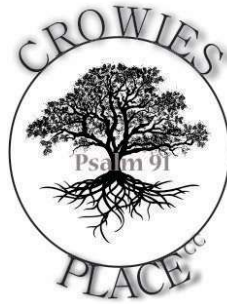
Making sexually suggestive comments to a child, even in jest.

Reducing a child to tears as a form of control.

Allowing allegations made by a child to go unchallenged, unrecorded, or unacted upon.

Crowies Place cc

**2009/125805/23
147 Beaufort Street
Goodwood
7460**



Email : info@crowiesplace.co.za

Cell : 082 046 5862

Doing things of a personal nature for children that they can do for themselves.
Inviting or allowing children to stay at your home or arranging off-site meetings.

Review and Updates:

This policy will be reviewed annually and updated as necessary to ensure it continues to meet the needs of the children we serve and complies with relevant regulations and best practices.

"Please initial each page and provide your full signature to confirm your review and comprehension of all policies and procedures."

Signature: _____