

Your Working World

Identification of Grooming Behaviour

It is important that you, as a student and a child by law, understand and are able to comprehend and identify behaviours that may form part of grooming activities undertaken by adults in their interactions with you. Whilst Your Working World (YWW) is purely an online service, we have provided information generally (including physical interactions), as we consider this a vital safeguard for students using the site and for vulnerable people generally.

For the purposes of this document the following definitions apply.

Term	Definition
Staff	YWW Employees or Directors
Site	www.yourworkingworld.com.au or the physical site at which our staff are present
Site leader	The individual who has responsibility for the welfare of children and young people on that site; for example, the Directors of YWW or responsible staff members
Children/Young People	All children and young people using the site or interacting with YWW Staff as defined above

Whilst not exhaustive, the below is a guide to what could be considered grooming behaviour and unacceptable by our staff or volunteer mentors in their interactions with you. This is an extract from the '*Protective practices for staff in their interactions with children and young people*' Guidelines for staff working or volunteering in education and care settings 2017. An electronic copy can be found at:

https://www.decd.sa.gov.au/sites/g/files/net691/f/protective_practices_for_staff_in_their_interactions_with_children_and_young_people.pdf?v=1507870530

Boundary	Example of violation
Communication	<ul style="list-style-type: none"> • Inappropriate comments about a child/young person's appearance, including excessive flattering comments • Inappropriate conversation or enquiries of a sexual nature (e.g. questions about a child or young person's sexuality or their sexual relationship with others) • Disrespectful or discriminatory treatment of, or manner towards, young people based on their perceived or actual sexual orientation • Use of inappropriate pet names • Vilification or humiliation • Jokes or innuendo of a sexual nature • Obscene gestures and/or language • Facilitating/permitting access to pornographic material • Facilitating/permitting access to sexually explicit material that is not part of an endorsed curriculum • Failing to intervene in sexual harassment of children and young people • Correspondence of a personal nature via any medium (e.g. phone, text message, letters, email, social media, internet postings) that is unrelated to the staff member's role. This does not include class cards or bereavement cards • Introduce 'secrets' • Communication related to the role but carried out via private personal devices, e.g. communication to taxi drivers of student personal details, with parent or outside agencies and services
Personal disclosure	<ul style="list-style-type: none"> • Discussing personal lifestyle details or opinions of self, other staff or children and young people unless directly relevant to the learning topic and with the individual's consent
Physical contact	<ul style="list-style-type: none"> • Unwarranted or unwanted touching of a child or young person personally or with objects (e.g. pencil or ruler) • Corporal punishment (e.g. physical discipline or, smacking)

	<ul style="list-style-type: none"> • Initiating, permitting or requesting inappropriate or unnecessary physical contact with a child or young person (e.g. massage, kisses, tickling games) or facilitating situations which unnecessarily result in close physical contact with a child or young person • Inappropriate use of physical restraint/restrictive practices – may constitute assault
Place	<ul style="list-style-type: none"> • *Inviting/allowing/encouraging children and young people to attend the staff member's home • *Attending children and young people's homes or their social gatherings • *Being alone with a child or young person outside of a staff member's responsibilities • Entering change rooms or toilets occupied by children or young people when supervision is not required or appropriate • *Transporting a child or young person unaccompanied • Using toilet facilities allocated to children and young people • Undressing using facilities set aside for children and young people, or in their presence
Targeting individual children and young people	<ul style="list-style-type: none"> • Giving personal gifts or special favours • Singling the same children and young people out for special duties or responsibilities • Offering overnight/weekend/holiday care of children and young people as respite to parents (unless a family day care educator, or employed by a respite organisation and with the site leader's knowledge) • *Privately giving money and/or gifts to individual children/young people • Babysitting by the FDC educator or member of their household
Role	<ul style="list-style-type: none"> • Adopting an ongoing welfare role that is beyond the scope of their position or that is the responsibility of another staff member (e.g. a counsellor/wellbeing leader) or an external professional, and that occurs without the permission of senior staff • Photographing, audio recording or filming children or young people via any medium when not authorised by the site leader to do so and without required parental consent • Using personal rather than school equipment for approved activities, unless authorised by the site leader to do so

Possessions	<ul style="list-style-type: none"> • Correspondence or communication (via any medium) to or from children and young people where a violation of professional boundaries is indicated and where the correspondence has not been provided to the site leader by the staff member • Still/moving images or audio recordings of children and young people on personal equipment or kept in personal locations such as car or home that have not been authorised by the site leader
Digital/electronic	<ul style="list-style-type: none"> • Email, social media, internet postings that is unrelated to the staff member's role • Allowing children and young people access to a staff member's personal internet locations (e.g. social networking sites) • Uploading or publishing still/moving images or audio recordings of children and young people to any location, without parental and site leader's consent • Correspondence of a personal nature via social media, internet postings • Creating/using private online chat rooms • *Filming/recording for the use of behaviour training/modification

* Without site leader authority

You can request us to investigate any correspondence or interaction you consider may constitute grooming activity. Please direct correspondence to: **Your Working World Directors** - contact@yourworkingworld.com.au