

Keeping Children Safe Code of Conduct



Uniting Church in Australia
SYNOD OF VICTORIA AND TASMANIA

Keeping
Children
Safe



(Name of congregation/ entity) Banyule Network of Uniting Churches expects all employees, appointed leaders, volunteers and people in specified ministries to abide by this Code of Conduct.

Employees, volunteers and people in specified ministries ***will***:

- Consider the safety and needs of children as paramount.
- Treat all children with respect and demonstrate a zero tolerance of discrimination.
- Read and abide by relevant policies and procedures for keeping children safe.
- Behave in a manner which is consistent with the values of the Uniting Church in Australia.
- Encourage open communication between all children, parents, staff, vulnerable adults, volunteers and people in specified ministries through the use of empowering and supportive language.
- Enable children to participate in the decisions that affect them, in ways that are appropriate to their age and stage of development.
- Model appropriate behaviours and redirect unwanted behaviours of children, at all times using appropriate behaviour management strategies.
- Respond to any concerns or suspicions of child abuse, and speak up if you see colleagues behaving in ways that concern you.
- At all times be transparent in our actions and whereabouts, and remain aware of each child and the adults who are with the children.
- Seek advice, support and assistance for child protection matters where needed.
- Participate in required training so as to understand our role in ensuring a safe environment for children.

Employees, volunteers and people in specified ministries ***will not*** unless otherwise formally authorised¹:


- Be alone with a child.
- Sleep in the same room as a child.
- Do things of a personal nature that a child can do for him/herself, such as assistance with toileting or changing clothes.
- Without prior parental/guardian consent, seek to make contact and spend time alone with any child outside program times, including through personal social media networks or face-to-face and phone contact.
- Photograph or video a child without the consent of the child and his/her parents or guardians.
- Disclose information unless specifically required by law or policy.

¹ There may be settings and events where some variation to the following is required. Such variation will need to be authorised by the board/council/committee that adopts the policy. If you have any questions regarding this please contact the Culture of Safety Unit cultureofsafetycontact@victas.uca.org.au or 03 9251 5288.

Employees, volunteers and people in specified ministries will not under any circumstances:

- Engage in behaviour that is intended to shame, humiliate, belittle or degrade children.
- Use inappropriate, offensive or discriminatory language when speaking with a child.
- Sleep in the same bed as a child.
- Hold, kiss, cuddle or touch a child in an inappropriate, unnecessary, uninvited, or culturally insensitive way in public or isolation.
- Behave provocatively or inappropriately with a child and/or in a way that could be considered as 'grooming'.
- Develop a sexual relationship with a child or a relationship with a child that may be deemed exploitative or abusive.
- Condone, or participate in, behaviour of a child which is illegal, unsafe or abusive.
- Act in a way that shows unfair and differential treatment of a child.
- Smack, hit or physically assault a child.
- Physically restrain or remove/isolate a child or children unless the child's or children's behaviours endanger themselves or others.
- Have inappropriate conversations with a child either in person, through social media or in any other way.
- Use the Entity's computers, mobile phones, video and digital cameras inappropriately or for the purpose of exploiting or harassing a child.
- Make a complaint that they know to be untrue, malicious or improper.

Breaches of this Code of Conduct will result in disciplinary measures or, if required by law, reporting to the authorities.

<p>Organisational declaration:</p> <p>This Code of Conduct has been adopted for use by:</p> <p>Name of Congregation/ Entity <u>Banyule Network of Uniting Churches</u></p> <p>Name and title of person responsible <u>Andrew Bennett, Chair Joint Church Council</u></p> <p>Signature <u>Andrew Bennett</u> <small> Digitally signed by Andrew Bennett DN: cn=Andrew Bennett, o=Banyule Network of Uniting Churches, ou=, email=andrew@banyule.unitingchurches.org.au, c=AU Date: 2020.12.08 11:28:48 +1100</small></p> <p>Date agreed at Church Council <u>8 December 2020</u></p>
