

Workers' Code of Conduct

"Lo, Children are an heritage of the Lord: and the fruit of the womb is his reward." Ps 127.3

"Abstain from all appearance of evil." 1 Thess 5.22

"Let no man despise thy youth; but be thou an example of the believers, in word, in conversation, in charity, in spirit, in faith, in purity." 1 Tim 4.12

Children (Under 18) are a vital part of our fellowship; all Workers are responsible for promoting their safety, protection and well-being.

I will:

- Adhere to the Child Safe Policy at all times.
- Be a positive role model to children.
- Set clear boundaries about appropriate behaviour between myself and children and respect a child's boundaries and personal space.
- Listen and respond appropriately to the views and concerns of children.
- Be transparent in my actions and whereabouts in relation to contact with children.
- The "rule of two" - avoid spending time alone with children, ensuring parents know and support this boundary, and have educated their children about it.
- Wear publicly appropriate clothes in common areas during visits with families.
- Address inappropriate behaviour towards children.
- Follow accepted guidelines relating to physical contact.
- Ask for help if I am uncertain about child safety, or this Code of Conduct, or believe I have breached this Code.
- Report suspected child abuse and neglect to the authorities as soon as reasonably practicable or legislated.

I will not:

- Engage in behaviour or communication that causes children to feel uncomfortable, afraid or disempowered.
- Use language that is inappropriate, offensive, harassing, abusive, or sexually suggestive or provocative when speaking around children.
- Use any computer, mobile phone, video or camera to exploit or harass children.
- Allow allegations of abuse to go unreported.
- Do things for a child of a personal nature that a child can do for him or herself, such as assisting with toileting.
- Hit or physically assault children. This includes refraining from physical punishment or engaging in discipline.
- Display favouritism, develop inappropriate or sexual relationships, or indulge in any form of sexual contact with children.
- Engage in the grooming of children and/or families.
- Rely on my position or my reputation and that of the fellowship to protect me.
- Minimise or cover up a suspicion or allegation of abuse.
- Investigate a suspicion or allegation of abuse by questioning a child or individuals involved but rather defer the matter to authorities.
- Dismiss a child's concerns or discourage disclosure.
- Allow any child to enter a bedroom where I am staying in the company of myself and/or co-worker.

Some examples of appropriate and/or acceptable behaviour:

- Pats on the shoulder or back and shoulder to shoulder hugs.
- Handshakes.
- Holding hands while walking with small children.
- Sitting beside small children.
- Having discussions one on one with older children in publically accessible areas.
- Encourage children to respect personal spaces, i.e. knock on doors before entering.

Some examples of inappropriate and/or unacceptable behaviour:

- Developing intimate or special relationships with children.
- Advising children to keep communications or interactions secret.
- Holding a small child on the lap except in the presence of an adult member of the family. Lifting or placing a school age or older child on your lap.

- Wrestling, tickling, piggy back rides or massaging.
- Remarks that relate to sexual attractiveness or development.
- Showing physical displays of affection in isolated areas of the premises such as bedrooms, bathrooms, private areas of the home or cars.
- Sharing a bedroom with a child.
- Inappropriate or lengthy hugs.
- Kisses on the mouth.
- Touching buttocks, genital areas, chest, knees, thighs or legs.

Some examples of environments where additional caution should be used:

- Camping environment
- Convention grounds
- Swimming areas
- Physical sporting events
- Workers staying with families without a co-worker

- I recognise that children have the right to feel safe at all times.
- I recognise that child abuse has ongoing impacts and that the first step in healing for survivors starts with telling of their experience.
- Should a child disclose abuse to me I will respond with compassion and care. I will not make promises to the child I cannot keep e.g. in relation to a child asking to keep matters confidential. Instead I will advise the child, "I will do everything I can to keep you safe".
- I will do all I can to make the child feel heard and supported.
- I will complete mandatory reporting as required.

I agree to abide by this Code of Conduct

Worker's Name:.....

Signature:..... **Date:**.....