



## **CHILD SAFETY CODE OF CONDUCT**

We are committed to creating and maintaining an environment that promotes the safety and wellbeing of all children and young people. This includes encouraging a culture where the prevention and reporting of abuse is supported and encouraged. All staff and volunteers (from C3 Church Ryde and its plants) are responsible for promoting the safety, wellbeing and empowerment of children.

This Code of Conduct sets expectations for how adults in our church should behave around children. This is important to help prevent children from being harmed. Child abuse takes many forms and can include physical, sexual and psychological abuse, ill-treatment and neglect. Our Child Safety Policy provides more information about these different types of abuse.

### **I will:**

- Treat children with respect and be a positive role model in my conduct with them.
- Welcome all children and their families and carers by being inclusive.
- Listen to, and communicate with children in an age appropriate manner.
- Set clear boundaries about appropriate behaviour between myself and a child.
- Only have physical contact with a child in ways which are appropriate to my professional role and responsibilities.
- Be willing to listen and respond appropriately to a child's opinions and concerns.
- Welcome parents and carers to participate in decisions about childrens' programs, and any other matters about their safety.
- Take a child seriously if they disclose harm or abuse, and report these immediately and transparently to C3 Church Ryde management.
- Participate in all compulsory training.
- Adhere to all relevant Australian and NSW legislation and C3 Church Ryde's child safety policies and procedures.
- Raise concerns with management if risks to child safety are identified, including cultural, environmental and operational risks.
- Ensure breaches of this Code of Conduct are reported to C3 Church Ryde management immediately.
- Uphold the rights of the child and always prioritise their needs.

### **I will not:**

- Ignore or disregard any concerns, suspicions or disclosures of child abuse.
- Exaggerate or trivialise child abuse issues.
- Approve or participate in illegal, unsafe or abusive behaviour towards children, including physical, sexual or psychological abuse, ill-treatment, neglect or grooming.
- Use hurtful, discriminatory or offensive behaviour or language with children.
- Be alone with a child when there is no professional reason for doing so.
- Possess or use cigarettes, or be under the influence of alcohol or illegal drugs at any time while working with children.
- Offer children and young people alcohol, cigarettes or other drugs.
- Initiate the following of a young person or initiate direct messaging on social media or other platforms.
- Develop any 'special' relationships with children that could be seen as grooming/favouritism such as the offering of gifts or special treatment.
- Engage in unwarranted and inappropriate touching involving a child.
- Use sexual language or gestures in the presence of children.



- Do things of a personal nature that a child can do for themselves, such as toileting or changing clothes.

All staff, volunteers, families and church members are required to speak up if they have concerns about the safety of children or if they know that a child under 18 years has been abused. Complaints about a breach of this Code of Conduct must be reported to our Management Pastor, Louise Brady. Louise can be contacted by her email: [loubrady@c3churchryde.com.au](mailto:loubrady@c3churchryde.com.au)

Some breaches of this Code of Conduct may need to be reported to the NSW Police, the Department of Communities and Justice and the Office of the Children’s Guardian.

Staff and volunteers who breach our Code of Conduct may also be subject to disciplinary action. This can include increased supervision, appointment to an alternative role, suspension or termination from the organisation.

**PLEASE NOTE:**

An adult in child-related work in an organisation will commit an offence if they know another adult in the organisation poses a serious risk of abusing a child (under 18 years), and they have the power to reduce or remove the risk, and they negligently fail to do so.

**I have read and understood the ‘CHILD SAFETY CODE OF CONDUCT’ and agree to abide by its guidelines.**

**Name** (participant): .....

**Signature** (participant): ..... **Date** (participant): .....

**Name** (coordinator): **Brooke Mitchell**

**Signature** (coordinator): ..... **Date** (coordinator): .....