

## CHILD PROTECTION - UC CAMPING CODE OF CONDUCT

As a staff member of Uniting Church in Australia (Synod of Victoria and Tasmania) (“UCA”), UC Camping, I agree to be responsible for supporting the safety, participation, wellbeing and empowerment of children I come into contact within the course of my employment with UC Camping. It is an expectation that UC Camping personnel working with children and young people read this Code and clarify anything they do not understand.

### **I commit to:**

- Consider the safety and needs of children as paramount and take all reasonable steps to protect children from abuse by being vigilant to signs of abuse.
- Adhere to UC Camping’s UC Code of Conduct.
- Treat all children with respect, including valuing ideas, opinions and providing a welcoming, and safe environment for all children.
- Encourage open communication between all children, young people, parents, staff and volunteers and have children and young people participate in the decisions and organisational activities where possible, especially on issues that are important to them and affect them.
- Modelling appropriate behaviours and redirect unwanted behaviours of children and young people, at all times using appropriate behaviour management strategies.
- Respect confidentiality and the privacy of children and their families and only disclose information to people on a need to know basis and in accordance with privacy legislation.
- Immediately respond to any concerns, allegations or suspicions of child abuse, and speak up when concerning behaviours of colleagues is observed.
- At all times work with children in an open and transparent way.
- Apply activity equipment such as harnesses, wetsuits and life jackets in public with others present.
- Seek advice, support and assistance for child protection matters where needed.
- Comply with all relevant Australian legislation.

### **I will not:**

- Develop inappropriate relationships with children.
- In the course of my work/role, be alone with a child or young person, unless they are at immediate risk of injury or in danger.
- Engage in behaviour that is intended to shame, humiliate, belittle or degrade children;
- Use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning, offensive or discriminatory.
- Ignore or disregard any concerns, suspicions or disclosures of child abuse.
- Sleep in the same room or bed 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.
- Initiate unnecessary physical contact with children including; holding, kissing, cuddling or touching a child in an inappropriate, unnecessary, uninvited, or culturally insensitive way in public or isolation.
- Conduct a sexual relationship with a child or indulge in any form of sexual contact with a child.
- Condone or participate in, behaviour of children which is illegal, unsafe or abusive.
- Act in a way that shows unfair and differential treatment of children.
- In the course of my work/role, exchange personal contact details with a child such as phone number, social networking sites or email address unless necessary for work purposes and with prior parental/guardian consent.
- Smack, hit, physically assault, physically restrain or isolate children. UC Camping staff will not discipline children unless their behaviours endanger themselves or others.

- Photograph or video a child without the consent of the child and their parents or guardians, including the unauthorized use of images.
- Use any computer, mobile phone, video and digital camera or social media to exploit or harass children or expose children to offensive or sexualised content or access child exploitation material through any medium.
- Make a complaint that I know to be untrue, malicious or improper.
- Disclose information unless specifically required by law or policy
- Have inappropriate conversations with a child either in person, or in any other way.

### **Children**

We recognise that children can also be perpetrators of abuse. We will provide children with guidance about appropriate and acceptable behaviour. We will educate and guide children to manage their behaviour if it is considered harmful to others and/or unacceptable.

### **Statement of commitment to Child Protection-**

#### ***To be signed by all UC Camping staff:***

I confirm that I read the **UC camping Child Protection Code of Conduct** and received **Child Protection** training.

I agree to adhere to the **UC camping Child Protection Code of Conduct**.

I understand that a breach of the UC Camping Child Protection Code of Conduct may provide grounds for my employment with UC Camping to be terminated. I also understand that a breach of the UC Camping Child Protection Code of Conduct could result in criminal prosecution.

I authorise UC Camping as part of the UCA to undertake any necessary inquiries, including criminal record checks and reference checks, as part of my appointment or recruitment process.

I confirm my willingness to participate in ongoing UC Camping child safe focused orientation and training.

**Name:** \_\_\_\_\_

**Position:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_