



SUBURBAN CHURCH

CHILD PROTECTION: CODE OF CONDUCT

November 2019

CODE OF CONDUCT FOR EMPLOYEES, VOLUNTEERS AND CONTRACTORS WORKING WITH CHILDREN AND YOUNG PEOPLE

Management, staff, volunteers and contractors at Suburban Church are required to abide by this Code.

1. Under the leadership of the Senior Pastor, senior staff will:
 - 1.1. Be responsible for the overall welfare and wellbeing of staff and volunteers;
 - 1.2. Be accountable for managing and maintaining a duty of care towards staff volunteers; and
 - 1.3. Nominate Child Protection Officers to provide information and support to all staff, volunteers, children, young people and their carers regarding child protection matters.

2. All people involved in the care of children and young people (0-18 years old) on behalf of Suburban Church will:
 - 2.1. Work towards the achievement of the purpose, mission and goals of the Church and seek to uphold the core values and culture;
 - 2.2. Be responsible for relevant administration of programs and activities in their area;
 - 2.3. Maintain a duty of care towards others involved in these programs and activities;
 - 2.4. Establish and maintain a child-safe environment in the course of their work;
 - 2.5. Be fair, considerate and honest with others;
 - 2.6. Treat children and young people with respect and value their ideas and opinions;
 - 2.7. Promote the cultural safety, participation and empowerment of Aboriginal

Date: 11/9/2019

Signed: _____ (Church Administrator)

Murray Brown

Signed: _____ (Elder)

Decision:

Pastor Tim Loftis

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- and Torres Strait Island children;
 - 2.8. Promote the safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds;
 - 2.9. Promote the safety, participation and empowerment of children with a disability;
 - 2.10. Act as positive role models in their conduct with children and young people;
 - 2.11. Be professional in their actions;
 - 2.12. Maintain strict impartiality;
 - 2.13. Respect the privacy of children, their families and teachers/carers, and only disclose information to people who have a need to know;
 - 2.14. Maintain a child-safe environment for children and young people;
 - 2.15. Operate within the Child Protection policies and guidelines of Suburban Church; and
 - 2.16. Contact the police if a child is at immediate risk of abuse (telephone 000).
3. No person involved in the care of children and young people (0-18 years old) on behalf of Suburban Church will:
- 3.1. Shame, humiliate, oppress, belittle or degrade children or young people;
 - 3.2. Unlawfully discriminate against any child;
 - 3.3. Engage in any activity with a child or young person that is likely to physically, emotionally or spiritually harm them;
 - 3.4. Initiate unnecessary physical contact with a child or young person, or do things of a personal nature for them that they can do for themselves;
 - 3.5. Use any form of physical discipline or punishment;
 - 3.6. Be alone with a child or young person unnecessarily and for more than a very short time;
 - 3.7. Develop a 'special' relationship with a specific child or young person for their own needs;

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- 3.8. Show favouritism through the provision of gifts or inappropriate attention;
 - 3.9. Arrange contact, including online contact, with children or young people outside of the organisation's programs and activities;
 - 3.10. Engage in any form of relationship of a sexual nature with a child or young person;
 - 3.11. Photograph or video a young person or child without the consent of the young person or the child's parents, carers or guardians;
 - 3.12. Work with children or young people while under the influence of alcohol or illegal drugs;
 - 3.13. Engage in open discussions of a mature or adult nature in the presence of children;
 - 3.14. Use inappropriate language in the presence of children; or
 - 3.15. Ignore or disregard any suspected or disclosed child abuse;
 - 3.16. Put a child at risk of abuse;
 - 3.17. Do anything in contravention of the organisation's policies, procedures or this Code of Conduct.

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DECLARATION

I, _____ have read the Suburban Church Code of Conduct and the Child Protection Policy and Procedures that express the intent of the church to protect and nurture children and other vulnerable people.

I agree to comply with these rules and expectations. I am aware that if I breach these, and/or break the law, that my actions will be reported to the Police or relevant Child Protection Authority.

Signed: _____

Date: ____ / ____ / 20__

Signed: _____

(Senior Staff Member)

Date: ____ / ____ / 20__

Date: 11/9/2019

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Murray Brown

Signed: _____ (Elder)

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