

# Christian and Missionary Alliance of Australia

## Child Safety Code of Conduct

Name of Church: WODEN VALLEY ALLIANCE CHURCH *hereafter "Church"*

This Code outlines expected behaviour of staff and volunteers working with children in this Church. This Code (or an equivalent that meets or exceeds these requirements) shall be signed by every such worker (staff or volunteer) and a copy retained by the Church.

### Purpose

Following this Code will help to protect children, young people and vulnerable adults from abuse and inappropriate behaviour from adults. It will also help staff and volunteers to maintain the standard of behaviour expected of them and will reduce the possibility of unfounded allegations of abuse being made against them.

### Upholding this code of conduct

All staff and volunteers are expected to report any breaches of this Code to the Pastor of the church, or his delegate. Staff and volunteers who breach this Code may be subject to disciplinary procedures. Serious breaches may also result in a report being made to authorities such as the police, local statutory child protection authorities and/or the C&MA National Office.

### Guidelines When Caring for Children

- Behave in a manner consistent with your position as a positive role model to children and as a representative of this Church and the Christian and Missionary Alliance.
- Operate within the C&MA's standards as published in the Legal and Best Practice Manual.
- Follow this Church's child protection policy and procedures.
- Be aware of the safety of children.
- Treat all young people with respect and take notice of their reactions to your tone of voice and manner.
- Allow children to determine the degree of physical contact they have with you, without showing favouritism.
- Always ensure language is appropriate and not offensive or discriminatory.
- Report to your ministry leader allegations or suspicions of abuse.
- Alert your ministry leader if you find yourself in a situation where a ministry member of the opposite gender is required.
- If you do need to meet individually with a young person, ensure that it is done within sight of other adults.
- Always be polite, firm, and under control in dealings with children and young people.

### Behaviours to Avoid

- DO NOT conduct a sexual relationship with a child or young person or indulge in any form of sexual contact with a child or young person.
- DO NOT make sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to or in front of children and young people.
- DO NOT either exaggerate or trivialise child abuse issues.
- DO NOT spend time alone with a child. Always ensure another adult is within sight when conducting one-to-one coaching, instruction, etc.
- DO NOT use any physical means to control or discipline a child, other than restraint by holding to prevent injury to themselves or others.
- DO NOT do things of a personal nature that a child can do for themselves, such as going to the toilet or changing clothes.
- DO NOT be alone with members of the opposite sex.

**AGREEMENT**

I agree to abide by this Code of Conduct set out above, and the special conditions set out below. I wish to volunteer my services to this Alliance Church according to the conditions set out in this Code and acknowledge that I am responsible to the leadership of my church.

I sincerely declare that:

- I have never been involved with or convicted, nor am I currently being investigated for violence, sexual assault, or any crime against a minor.
- I understand that checks may be made to verify the above and hereby give permission for any police checks that may be necessary.
- I shall obtain and maintain a Working With Children Check (or equivalent within my State), and advise this Church immediately if I am unable to obtain one or if it is withdrawn for any reason.
- I understand that should I fail to meet my commitments as set out above I could be asked to withdraw from the ministry of Children's/Youth work at this Church and will do so immediately upon such request.

**Applicant**

Name: .....

Signed: .....

Date: .....

**Parent or Guardian (if applicant under 18)**

Name: .....

Signed: .....

Date: .....