

CODE OF CONDUCT

1. General Principles

This Child Safe Code of Conduct (“**Code of Conduct**”) sets out the behaviour that The Christian Chapel – Lygon Street Church of Christ Inc. (“**LSCC**”) expects from all our staff and volunteers working with children and young people under the age of 18 years (“**children**”). We are all responsible for promoting their safety, well-being and empowerment – physically, mentally, emotionally and spiritually.

This is important to help prevent children from being harmed. This Code of Conduct identifies positive child safe behaviours that we encourage, and also behaviours that we consider unacceptable.

Engaging in unacceptable behaviour is a breach of this Code of Conduct and may result in disciplinary action. Some examples are provided below, these are behaviours that on their own may not constitute a breach of the Code of Conduct but together may indicate a pattern of behaviour that poses a risk to the safety of children.

The Word of God is our authority, and where there is a perceived inconsistency between the teaching in God’s Word and the Code of Conduct, God’s Word prevails to the extent of the inconsistency.

2. Our Code – My Pledge

<p>By God’s grace, I will:</p>	<ul style="list-style-type: none"> ✓ Observe LSCC’s Child Safety and Wellbeing Policy and Procedures at all times, taking all reasonable steps to ensure the safety and protection of children. That includes following policy and procedures in relation to offsite activities, risk assessment, travel, leader to participant ratios, and training requirements. ✓ Treat everyone with respect and honesty to maintain the dignity of each child in the care of LSCC. This includes not showing favouritism. ✓ Consider the different needs of all children at LSCC, support them to participate fully in programs and help them and their families feel included. ✓ Involve children in decisions about the activities they participate in at LSCC and welcome the participation of parents or carers in these decisions. ✓ Treat all children with respect, regardless of race, sex, language, cultural background, disability or other characteristics.
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	<ul style="list-style-type: none"> ✓ Make Aboriginal children and their families feel included and welcome, and support Aboriginal children to express their culture and enjoy their cultural rights. ✓ Listen to children and respond to them if they feel unsafe. Take disclosures of harm or abuse made by a child seriously. ✓ Seek to be a positive role model to children in all my conduct. ✓ Value children's ideas and opinions. Encourage open communication - listening and responding appropriately to the views and concerns of children. ✓ Be transparent in my actions and whereabouts and take responsibility not to place myself in positions where there is a risk of allegations being made. Wherever possible, I will ensure that another adult is present when I am working in the proximity of children. ✓ In consultation with the Risk Management Officer(s) appointed by the LSCC board ("Board"), report any concerns or suspicions of child abuse and neglect as soon as practicable. This includes disclosing the identity of a suspected perpetrator of abuse. ✓ Provide appropriate feedback to children, parents or carers and LSCC leadership. ✓ Respect the privacy of children and their families, including keeping all personal information confidential unless required by law to share it. Keep confidential all information that I am party to regarding child protection cases, disclosing and discussing information only with the Risk Management Officer(s) and according to reporting procedures. ✓ Participate in all compulsory training and professional development including training on child safety and wellbeing. ✓ Promptly respond to the requests of the Child Safety Coordinator appointed by the Board in relation to compliance with the LSCC Child Safe Policy & Procedures and administration of childsafe procedures. ✓ Comply with all relevant Australian and Victorian legislation and the LSCC Child Safe Policy & Procedures, and uphold the rights of the child and always prioritise their needs.
By God's grace, I will NOT:	<ul style="list-style-type: none"> ✗ Condone or participate in illegal, unsafe, abusive or harmful behaviour towards children – this includes physical violence, sexual abuse, emotional or psychological abuse, grooming, neglect or sexual misconduct.

	<ul style="list-style-type: none"> ✗ Ignore or disregard any concerns, suspicions or disclosures of child abuse. Allow allegations or suspected abuse and risk of harm to go unreported. ✗ Exaggerate or trivialise child abuse issues. ✗ Deliberately prevent a child from forming friendships. ✗ Do things of a personal nature that a child can do for him/herself, such as assistance with toileting or changing clothes. ✗ Engage in, or tolerate bullying: the repeated verbal, physical or social behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. It can also occur through the use of technology (social media). ✗ Make inappropriate promises or keep secrets that makes anyone unsafe. Rather, I will assure them of my help to keep them safe and to find the right person(s) to help us. ✗ Offer advice or counsel to a child beyond my training and experience. Rather I will report any concerns to an LSCC pastor who can support me and the child to access an appropriate level of support services. ✗ In my role as an LSCC volunteer, I will not meet alone and privately with a child. ✗ Have inappropriate contact with children online, on social media or by phone. ✗ Take unauthorised copies of participant details (including personal contact information or photographs). ✗ Initiate physical contact with a child or use physical restraint unless it is to protect someone from harm.
<p>If I think this Code of Conduct has been breached by another person at LSCC, I will:</p>	<ul style="list-style-type: none"> ✓ Act to prioritise the best interests of children. ✓ Take actions promptly to ensure that children are safe. ✓ Promptly report any concerns to the Risk Management Officer(s) or the Board. ✓ Follow the LSCC Child Safe Policy & Procedures for receiving and responding to complaints and concerns. ✓ Comply with all relevant Victorian legislation on reporting, and with the LSCC Child Safe Policy & Procedures on internal and external reporting.

PLEASE NOTE:

If any person in a position of authority within LSCC becomes aware of a substantial risk that a child may become the victim of a sexual offence committed by an adult associated with the organisation (for example, an employee, contractor or volunteer), and they have the power or responsibility to reduce or remove the risk, then they must take all reasonable steps to do so. A person in authority who negligently fails to take appropriate action to address the risk may be charged with the criminal offence of 'failing to protect' and may face a term of imprisonment.

If an adult reasonably believes a sexual offence has been committed by an adult against a child under the age of 16, they must report it to Victoria Police by calling 000 or going to their local police station. Failure to disclose the information may be a criminal offence.

3. Review of Code of Conduct

- 3.1. This Code of Conduct must be reviewed and updated by the Board by 01 July 2024.
- 3.2. This Code of Conduct was adopted by resolution of the Board on 05 September 2022.

Signature of **Risk Management Officer**:



Name of **Risk Management Officer (under the delegation of the Board)**: Ping Han Chia