

IMMACULATE CONCEPTION PARISH, BAIRNSDALE/OMEQ

CHILD SAFETY CODE OF CONDUCT

Central to the mission of the Immaculate Conception Parish is an unequivocal commitment to fostering the dignity, self-esteem and integrity of children and young people and providing them with a safe, supportive and enriching environment to develop spiritually, physically, intellectually, emotionally and socially.

Purpose

This Code of Conduct has a specific focus on safeguarding children and young people at *Immaculate Conception Parish* against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement Victorian child protection legislation and the Catholic Diocese of Sale “Code of Conduct for Caring for Children, *Promoting Child Safe Parishes*”.

All staff, volunteers, contractors, clergy and parish council members at *Immaculate Conception Parish* are expected to actively contribute to a parish culture that respects the dignity of its members and affirms the Gospel values of love, care for others, compassion and justice. They are required to observe child-safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

1. Acceptable behaviours

All staff, volunteers, contractors, clergy and parish council members are responsible for supporting the safety of children and vulnerable persons by:

- 1.1 adhering to the parish Child Safe Policy and upholding the parish’s Statement of Commitment to child safety at all times
- 1.2 taking all reasonable steps to protect children from abuse and harm
- 1.3 having contact with a child or vulnerable person, for Parish purposes, by email or phone, ONLY if contact details (these delete) are provided by a parent or legal guardian
- 1.4 treating everyone in the parish community with respect (modelling positive and respectful relationships and acting in a manner that sustains a safe pastoral environment)
- 1.5 listening and responding to the views and concerns of children, particularly if they are telling you that they or another child have been abused or that they are worried about their safety/the safety of another child
- 1.6 promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children (for example, by never questioning an Aboriginal and Torres Strait Islander child’s self-identification)
- 1.7 promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance policy towards discrimination)
- 1.8 promoting the safety, participation and empowerment of children with a disability (for example, by ensuring reasonable care is taken to cater for any additional individual needs (being faced delete))
- 1.9 ensuring as far as practicable that an adult is not alone with a child and that public visibility is maintained whenever possible
- 1.10 reporting any allegations of child abuse to the police
- 1.11 understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the *Crimes Act 1958* (Vic.)
- 1.12 reporting any child safety concerns to the parish priest or the Sale Diocese Professional Standards Officer if the concern relates to the parish priest (or child safety officer if the parish has appointed someone)
- 1.13 ensuring as soon as possible, that the child is safe if an allegation of child abuse is made.

2. Unacceptable behaviours

Staff, volunteers, contractors, clergy and parish council members must not:

- 2.1 ignore or disregard any suspected or disclosed child abuse
- 2.2 develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)
- 2.3 exhibit behaviours with children which may be construed as unnecessarily physical (for example, inappropriate sitting on laps)
- 2.4 put children at risk of abuse (for example, by locking doors or being alone with a child with no good cause)
- 2.5 initiate unnecessary physical contact with children or do things of a personal nature that a child can do for themselves, such as toileting or changing clothes
- 2.6 manage disruptive or unsafe behaviour by degrading or isolating a child; corporal punishment is never acceptable. Physical restraint should only be used as a last resort or in an emergency
- 2.7 engage in open discussions of a mature or adult nature in the presence of children (for example, personal details or social activities)
- 2.8 use inappropriate language in the presence of children
- 2.9 express derogatory views on cultures, race or sexuality in the presence of children or vulnerable persons
- 2.10 discriminate against any child because of age, gender, race, culture, vulnerability, sexuality, ethnicity or disability
- 2.11 have contact with a child or their family, who is/are not socially related, outside of the pastoral duties reasonably associated with the role description of the person's position in the parish without the parish priest's or child safety officer's (if the parish has appointed someone to this role) knowledge and/or consent (other than accidental contact, such as seeing people in the street)
- 2.12 have any online contact (including by social media, email, instant messaging etc.) with a child, or vulnerable person, or their family who is/are not family or socially related, unless necessary (e.g. by providing families with e-newsletters)
- 2.13 use any personal communication channels/device such as a personal email account or private mobile phones to conduct parish communications with children or vulnerable persons without explicit permission from the Parish Priest
- 2.14 exchange personal contact details such as phone number, social networking sites or email addresses with a child or their family who is/are not family or socially related
- 2.15 photograph or video a child without the consent of the parent or guardians
- 2.16 work with children while under the influence of alcohol or illegal drugs
- 2.17 consume illicit drugs on parish premises or at parish events.

I, _____, confirm that I have been provided with a copy of the above Code of Conduct and am aware that any breach of this code will result in a consequence which may affect my employment of opportunities to volunteer within Immaculate Conception Parish, Bairnsdale/Omeo.

Signed: _____

Dated: _____

IMMACULATE CONCEPTION PARISH, BAIRNSDALE/OMEQ

STATEMENT OF COMMITMENT

October, 2016

We hold the care, safety and wellbeing of all people, especially children and vulnerable adults, as our central and fundamental responsibility. This commitment is drawn from, and inherent to, the teachings and mission of Jesus Christ, with love, justice and the sanctity of each human person at the heart of the Gospel.

We are committed to ensuring that our Parish community promote the inherent dignity of every individual and their fundamental right to be respected and nurtured in a safe Parish environment.

We are committed to create a nurturing Parish environment where all are respected and the voices of children and vulnerable adults, particularly, are heard, where they are safe and feel safe.

When allegations of abuse concerning children or vulnerable adults are raised, we will take prompt action to have these appropriately referred and investigated. We are committed to strive for continual improvement that is responsive to emerging thinking, evidence and practice, so as to eliminate the possibility of abuse occurring.