



Parishes in Partnership

St Kieran's, Moe (1949)

Immaculate Heart of Mary (St Mary's), Newborough (1955)

St Brigid's, Yallourn North (1930)

Under the Pastoral Care of the Missionary Oblates of Mary Immaculate (2014)

Parishes in Partnership Code of Conduct

In the Parishes in Partnership of St Kieran's, Moe, Immaculate Heart of Mary, Newborough, St Brigid's, Yallourn North we are firmly committed to creating a culture to ensure that children, vulnerable people and all parishioners and visitors are protected and nurtured. As a parish we are committed to having a faith community that opens its doors to all in a welcoming and faith filled atmosphere. We are faith community that accepts, believes and lives the gospel of life message that every person is made in the image and likeness of God and as such has an inherent dignity and a right to feel and be safe and respected and to have the opportunity to reach their full potential. Any action contrary to this gospel message that would impede or stifle an individual's development and wholeness is totally unacceptable. We are called to be like Jesus Christ who came so that all people may have life and have it to the full.

This Code of Conduct has a specific focus on safeguarding children, young people and vulnerable adults at Parishes in Partnership for St Kieran's, Moe and Immaculate Heart of Mary, Newborough, St Brigid's, Yallourn North. This Code is intended to complement the State child protection legislation and the Catholic Diocese of Sale "Code of Conduct for caring for Children, *Promoting Child Safe Parishes*".

This Code of Conduct applies to all parishioners, staff, volunteers, contractors, clergy and visitors in the Parishes in Partnership at the above mentioned. They are required to observe child-safe principles and expectations for appropriate behaviour as noted below.

Our Culture of Respectful Relationships

We strive to develop the following:

- A respect for the innate dignity and worth of every person
- An ability to understand the situation of others

- A co-operative attitude in working with others
- Open, positive and honest communication
- The ability to work respectfully with other people
- Trusting relationships
- Responsible actions.

In promoting and upholding this culture, we expect that parishioners will:

- Support the parish's Catholic ethos, traditions and practices
- Understand the importance of healthy relationships and strive to build those relationships.
- Treat others with respect and courtesy.

In responding to concerns or complaints, we expect that staff and volunteers will:

- Observe confidentiality and a respect for sensitive issues
- Ensure that personal views and opinions are heard and understood
- Communicate and respond in ways that are constructive, fair and respectful
- Ensure a timely response to your concerns/complaint
- Strive for resolutions and outcomes that are satisfactory to all parties.

ACCEPTABLE BEHAVIOURS

- adhering to the parish Child Safe Policy and upholding the parish's Statement of Commitment to child safety at all times
- taking all reasonable steps to protect children from abuse and harm
- treating everyone in the parish community with respect (modeling positive and respectful relationships and acting in a manner that sustains a safe pastoral environment)
- 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
- 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)
- 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)

- promoting the safety, participation and empowerment of children with a disability (for example, by ensuring reasonable care is taken to cater for any additional needs being faced)
- ensuring as far as practicable that an adult is not alone with a child
- reporting any allegations of child abuse to the police
- understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the *Crimes Act 1958* (Vic.)
- reporting any child safety concerns to the parish priest or the Vicar General if the concern relates to the parish priest (or child safety officer if the parish has appointed someone to this role)
- if an allegation of child abuse is made, ensuring as quickly as possible that the child (ren) are safe.

UNACCEPTABLE BEHAVIOURS

- ignore or disregard any suspected or disclosed child abuse
- develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)
- exhibit behaviours with children which may be construed as unnecessarily physical (for example, inappropriate sitting on laps)
- put children at risk of abuse (for example, by locking doors or being alone with a child with no good cause)
- 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
- 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
- engage in open discussions of a mature or adult nature in the presence of children (for example, personal details or social activities)
- use inappropriate language in the presence of children
- express personal views on cultures, race or sexuality in the presence of children
- discriminate against any child because of age, gender, race, culture, vulnerability, sexuality, ethnicity or disability
- 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

- have any online contact, including by social media, email, instant messaging etc. with a child or their family who is/are not family or socially related unless necessary e.g. by providing families with newsletters.
- Exchange personal contact details such as phone numbers, social networking sites or email addresses with a child or their family who is/are not family or socially related
- Photograph or video a child without their consent of the parent or guardian
- Work with children while under the influence of alcohol or illegal drugs
- Consume illegal drugs on parish premises or events.

By observing these standards we stand in solidarity with each other as we acknowledge our responsibility to immediately report any breach of this Code to one of the priests of our Parishes in Partnership or another relevant authority with whom we trust and feel comfortable.

I, _____,
confirm that I have been provided with a copy of the Parish Code of Conduct and am aware that any breach of this code will result in a consequence which may affect my involvement within the Parishes in Partnership of Moe/Newborough/Yallourn North.

Signed: _____

Dated: _____