

Immanuel Christian Assembly

God with us

ICAC Code of Conduct for staff and volunteers

Purpose

This document outlines Immanuel Christian Assembly Church's (ICAC) Code of Conduct for staff and volunteers.

All staff and volunteers will act in a positive way to develop a child-safe environment and recognize they are mandated to report to the relevant authorities if they suspect on reasonable grounds that a child is being abused or neglected.

The ICAC Child Safe Environment Policy document provides the required contact details for reporting purposes. The ICAC Child Safe Environment Procedures document provides additional details with regards to reporting.

Code of Conduct

Standards of care for ensuring the safety of children

We provide an open, welcoming and safe environment for everyone participating in our programs. We provide high-quality programs for children that are safe and welcoming for them. We seek advice and guidance from parents, carers and volunteers, so these standards are maintained.

This code of conduct sets out professional boundaries, ethical behaviour and unacceptable behaviour for staff, volunteers, children and young people.

Do:

1. Treat everyone with respect and honesty (including staff, volunteers, students, children, young people, parents and carers)
2. Remember to be a positive role model for all children and young people in all your conduct with them
3. Set clear boundaries about appropriate behaviour between yourself and the children and young people
4. Follow policy and procedure documents for the safety of children as outlined in our ICAC Child Safe Environment Policy document as well as our ICAC Child Safe Environment Procedures document
5. Remain in open view of other adults when you believe a child needs one on one time
6. Raise any concerns, problems or issues with ICA Board Member/ Senior Pastor as soon as possible
7. Record, act and report on suspicions based on reasonable grounds as it relates to serious complaints of abuse
8. Set boundaries with children and young people so that they are safe, have fun and don't hurt themselves or others

Do Not:

1. Be alone with a child
2. Engage in rough physical games
3. Questionably touch a child during discipline or at any other time (e.g. Tickling)
4. Use questionable language
5. Yell at children
6. Grab, slap or spank children
7. Assist children with toileting or nappy changing
8. Tolerate bullying or harassment of any child at any time
9. Develop any 'special' relations with children that could be seen as favouritism, such as the offering of gifts or special treatment

Note - We acknowledge that many parents volunteer or work within the program that their children attend. Parents will have a different relationship with their children, and open discussion should be held with volunteers and children.