



墨尔本喜乐河灵粮堂

JOYRIVER BREAD OF LIFE CHRISTIAN CHURCH INC

ABN: 78 769 621 131

Code of Conduct (Child Safe)

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Version	Date	Author	Description of Changes
1.0	23/01/2024	Joyriver Church Child Safe Committee	Initial release of the document.

Code of Conduct (Child Safe)

We are committed to having a church that is safe for all children where child abuse and harm are not tolerated. Child safety is a priority for Joyriver Church and the prevention and reporting of abuse is supported and encouraged. All staff and volunteers are responsible for promoting the safety, wellbeing and empowerment of children. Joyriver Church recognises that discrimination can harm children and we treat all children with dignity and respect.

This Code of Conduct sets expectations for how staff and volunteers at Joyriver Church should behave around children and identifies positive child safe behaviours that we ask staff and volunteers to demonstrate. It also identifies behaviours that we consider unacceptable and not permitted at our church.

Not following standards of acceptable and unacceptable behaviour is a breach of this Code of Conduct and may result in disciplinary action. Some behaviours on their own may not be a serious breach of the Code of Conduct but together may indicate a concerning pattern of behaviour that poses a risk to the safety of children. The Joyriver Church Leadership Team shall decide on discipline of coworker in accordance with Joyriver Church Constitution if breaches are identified.

All Joyriver Church staff, leaders and volunteers must always follow these standards of behaviour during their participation in a Joyriver Church program, including when at the Joyriver Church main building, offsite training or outing, attending a Church camp, in our online classes and when engaging with Joyriver Church children and their families at any time:

I WILL:

- Take all reasonable steps to protect children from abuse.
- Take disclosures of harm or abuse made by a child seriously.
- Raise concerns with Joyriver Church Children Ministry Pastor if risks to child safety are identified, report and act on any concerns or observed breaches of this Code of Conduct.
- Participate in all compulsory training and professional development including training on child safety and wellbeing.
- Treat all children and young people with respect, regardless of race, sex, language, political or other opinion, nationality, cultural background, financial situation, disability or other characteristics.
- Consider the different needs of all children at Joyriver Church, support them to participate fully in programs and help them and their families feel included in the Church.
- Make Aboriginal children and families feel included and welcome at Joyriver Church and support Aboriginal children to express their culture and enjoy their cultural rights.
- Never be racist towards anyone at Joyriver Church and report any instances of racism I become aware of.
- Help Joyriver Church be a place where people of all cultures feel safe and included.
- Listen to children and respond to them if they feel unsafe.
- Promote friendships and encourage children and young people to support their peers.
- Involve children and young people in decisions about the activities they participate at Joyriver Church and welcome the participation of parents and carers in these decisions.
- Respect the privacy of children and their families, including keeping all personal information confidential unless required by law to share it.
- Ensure breaches of this Code are reported to our Joyriver Child Safe Management immediately.

- Comply with all relevant Australian and Victorian legislation and our Child Safe Policies.

I WILL NOT:

- 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.
- Ignore or disregard any concerns, suspicions or disclosures of child abuse or harm.
- Exaggerate or trivialise child abuse issues.
- Use hurtful or offensive behaviour or language with children.
- Fail to report information to Joyriver Church Child Safe Management and police if I know a child has been abused.
- Touch children in a way that is unnecessary or unsuitable and falls outside what is reasonable to teach in Sunday School or otherwise engage in the activities of Joyriver Church.
- Persistently criticise and/or denigrate a child.
- Deliberately prevent a child from forming friendships.
- Verbally assault a child or create a climate of fear.
- Offer children and young people alcohol, cigarettes or other drugs.
- Show children pornographic images.
- Share details of sexual experiences with a child.
- Use sexual language or gestures in the presence of children.
- Initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves such as changing clothes.
- Develop 'special' relationships with specific children or show favouritism through the provision of gifts or unnecessary or unsuitable attention.
- Have unauthorised contact with children and young people online, on social media or by phone
- Take photographs, screenshots or share images of children involved in activities that are not authorised by Joyriver Church.
- Be alone with a child when there is no professional reason for doing so.
- Visit a child in their homes unless appropriate measures (such as outlined in this Code of Conduct) are taken to ensure the safety of both the child and the co-worker.

If I suspect that this Code of Conduct has been breached by another person in the Church:

I WILL:

- Act to prioritise the best interests of the child or children.
- Promptly take actions to ensure the child or children are safe, report the incident or concerns using the Joyriver Church Child Safe Complaint Handling Process immediately.
- Maintain the privacy of those involved.
- Complaints about a breach of this Code of Conduct must be reported to our Child Safe Coordinator, Pastor Alice Wong. Pastor Alice can be contacted on her mobile: +61422 882 400, or via her email: alice.jimi@gmail.com.

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Some breaches of this Code of Conduct may need to be reported to the Victorian Police, or to the Commission for Children and Young People. Our Child Harm, Abuse & Complaints Policy provides more information about our reporting obligations to external authorities. The policy can be found on Joyriver Church website (<https://joyriver.church>).

Staff and volunteers who breach our Code of Conduct may also be subject to disciplinary action. This can include increased supervision, appointment to an alternative role, suspension or termination from the Church.

PLEASE NOTE:

If any person in a position of authority within our Church becomes aware of a substantial risk that a child may become the victim of a sexual offence committed by an adult associated with the Church (for example, a staff 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 18, 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.