

CCC CAMPS - CODE OF CONDUCT

INTRODUCTION

CCC Camps is committed to providing a safe and supportive environment for all children with which workers, both employees and volunteers, interact. We support and respect our children, families, and workers to provide a safe and happy experience.

This code of conduct aims to set expectations of how adults in our organisation should behave around children. It is essential to discuss and highlight to help prevent children from being harmed. Child abuse takes physical, sexual, and psychological abuse, ill-treatment, and neglect. Our Safe Child policy provides more information on the different forms of Child abuse.

This Code of Conduct identifies positive child safe behaviours that we encourage adults to display to support children interacting with CCC camps. It also identifies unacceptable behaviours. Engaging in any unacceptable behaviours breaches this Code of Conduct and may result in executive or disciplinary action. Examples of both forms have been outlined below, this is not a comprehensive list, and managerial discretions to acceptable and unacceptable behaviour will apply if a concern arises.

BEHAVIOUR STATEMENTS

I WILL:

Treat all children and young people with respect and provide a welcoming environment by being inclusive.

Listen and value children and young people's ideas, opinions and experiences and respond appropriately.

Actively promote cultural safety and inclusion.

Welcome parents, careers, and teachers to participate in decisions that affect the safety of their children or the children they are responsible for by prompting transparency wherever reasonable.

Report any conflicts of interest (such as a relationship with a child)

Adhere to all relevant Australian and NSW legislation and CCC Camps child safe policies and procedures.

Participate in all compulsory training, including Safe Ministry Training. Ensuring that when prompted, one promptly completes retraining.

Raise concerns with management if risks to child safety are identified, including cultural, environmental, and operational risks.

Report and act immediately on any concerns or observed breaches of this Code of Conduct, including the concerning behaviours outlined in the Child Safety Policy.

Take all reasonable steps to protect children from abuse.

Respect children's privacy and their families and carers by keeping all information about child protection concern confidential.

Inform parents and carers if there are situations that need to be safely managed but are outside the boundaries of this Code of Conduct (such as travelling with a child).

Take a child seriously if they disclose harm or abuse.

Uphold the rights of the child and always prioritise their needs.

Not be alone with a child where there is no professional reason.

Limit physical contact as much as reasonably possible. When necessary (e.g., helping fit harness or observing an injury), I will first seek permission from the child and assure the child is not in a secluded environment. I will also intervene if another is administering physical contact unnecessarily or unacceptably.

Maintain CCC Camps presentation and dress code.

Use non-offensive, positive language, remain calm and approach any conflict or issues with a helpful attitude.

I WILL NOT:

Condone or participate in illegal, unsafe, or abusive behaviour towards children, including physical, sexual, or psychological abuse, ill-treatment, neglect, or grooming. This includes not reporting concerning behaviour or when an individual talk about engaging or suggest engaging in such activities.

Ignore or disregard any concerns, suspicions, or disclosure of child abuse.

Exaggerate or trivialise child abuse issues.

Engage in unnecessary or unacceptable physical contact, including but not limited to appropriate physical contact without a Child's permission, physical discipline, physical contact that is sexual, excessive physical contact.

Ignore or stay quiet about concerns, reports, or behaviours witnessed that suggest child abuse could have taken place.

Use offensive, hurtful, or discriminative language, be abusive or intimidating or be passive-aggressive (including ignoring, isolating, or dismissing others).

Discuss topics that are inappropriate for children, such as sexual events, personal situations, or illegal activity.

Engage in, encourage or be passive towards bullying behaviours by anyone.

Use social media in an inconsistent way with CCC Camps Social Media Policy.

Engage in, encourage or be passive towards illegal behaviours.

Give gifts to children in exchange for favours or to develop a 'special' relationship with them.

Spend time or seek to spend time alone with a child.

Deliberately prevent a child from forming friendships.

FURTHER INFORMATION

All Staff, volunteers, teachers, families, and community members are encouraged to speak up if they have concerns about the safety of children. Complaints about the breach of this Code of Conduct must be reported to our child safety officers, see their information below.

Name	Email Address
Martyn	martyn.centralcoast@cccamps.org.au
Renee	renee@cccamps.org.au

Some breaches of this Code of Conduct will need to be reported to the NSW Police, the Department of Communities and Justice and the Office of Children's Guardian. The CCC Camps Complaint reporting policy provides more information about our reporting obligations to

external authorities and describes protection and confidentiality provisions for anyone making a report. The policy can found one drive under current policies and procedures.

Staff and volunteers who breach CCC Camps' code of conduct may also be subject to disciplinary action. This can include but is not limited to increased supervision, appointment to an alternative role, suspension, or termination from the organisation. Detailed descriptions of breaches are found in CCC Camps Disciplinary Policy. This can be found in the Child Safety Policy

PLEASE NOTE

An adult in child-related work in an organisation will commit an offence if they know another adult poses a severe risk of abusing a child (under 18 years). They have the power to reduce or remove the risk, and they negligently fail to do so.

All adults in NSW must report information to the police if they know, believe or reasonably consider to know that a child (under 18 years) has been abused.

SIGNATURE

When a staff member completes their safe ministry training at the beginning of their employment and then subsequently every 12 months of their employment they agree

Last Reviewed: May 2022

Next Review Date: April 2023

Responsible Officer: Alex Worley (Managing Director)