

ENGAGE

EQUIPPING GOD'S PEOPLE TO ENGAGE WITH, HANDLE AND TEACH GOD'S WORD

CODE OF CONDUCT

VERSION: 1.2
EFFECTIVE DATE: 30 August 2023

VERSION RELEASE HISTORY

Version	Effective date	Summary of changes
1.2	30 Aug 2023	Rebranding Update of scope to align with childminding service availability
1.1	28 Sep 2022	Adding clarity to the definition of 'Child'
1.0	03 Nov 2021	Initial version

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1. INTRODUCTION

1.1. Purpose and scope

This Code of Conduct sets out behavior expectations of all Engage volunteers to ensure the safety and well-being of any children present at Engage conference. This must be agreed to prior to commencing in their volunteer role at the Engage conference.

1.2. Related documents

Table 1 Related policies and forms

Title
Child Safe Policy
Child Safety Procedures

2. CODE OF CONDUCT

Engage is committed to provide a safe environment for children participating in childminding at Engage and any children present during the conference who are under their parents' full responsibility. This means establishing and maintaining clear boundaries which serve to protect everyone.

This Code of Conduct sets out the behaviour which the Engage Committee expects from all volunteers who serve in Engage. All volunteers will be provided with the Code of Conduct and asked to agree to abide by the Code of Conduct prior to commencing in their volunteer role at the conference. Any volunteer who has not indicated their agreement to abide by the Code of Conduct via their registration for Engage will not be allowed to serve as a volunteer at the conference.

In accordance with the law of Victoria, the words 'children' and 'child' includes all people aged under 18 years of age.

2.1. Purpose

Following this code will help to protect children from abuse and inappropriate behaviour from adults. It will also help to maintain the standard of behaviour expected of all volunteers who participate in Engage. Having a Code of Conduct that everyone adheres to also protects Engage because opportunities for harm are actively reduced.

2.2. Upholding this Code of Conduct

All volunteers who participate in Engage are expected to report any breaches of this code to the Engage Committee (in person or via e-mail at engageconferenceau@gmail.com).

Volunteers who participate in Engage who breach this Code of Conduct may be subject to disciplinary procedures, including, but not limited to, removal from participation in Engage.

All allegations of child abuse will be reported to external authorities, such as police or Child Protection or the Commission for Children and Young People. A report will also be made to the Engage Committee - but this will not replace or negate the obligation to report to statutory authorities.

The Engage Committee condemns all forms of child abuse and sexual exploitation. We are committed to creating and maintaining an environment which promotes safety for all people, including children, involved in Engage.

2.3. I WILL:

- (a) Adhere to the Engage Child Safe Policy at all times
- (b) Conduct myself in a manner that is consistent with the biblical values upheld by the Engage Committee
- (c) Take all reasonable steps to protect children from abuse and harm
- (d) Report any concerns of child abuse to Engage
- (e) Work with children in an open and transparent way so that other adults always know about the work I am doing with children
- (f) Treat all children with respect, regardless of race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status

- (g) Be transparent in my actions and whereabouts when on the premises of the conference facility
- (h) Take responsibility for being accountable and not placing myself in positions where there is a risk of allegations being made
- (i) Report any concerns regarding abuse by a fellow volunteer to Engage
- (j) Comply with all relevant Australian and local legislation in relation to child safety and protection, as described in the Engage Child Safety Procedures
- (k) Immediately disclose any information of charges, convictions of abuse and policy non-compliance in accordance with the Engage Child Safety Procedures. This includes disclosing any charges or convictions made against oneself or others
- (l) Ensure any contact with children is appropriate and in the parameters of the program or event
- (m) Challenge unacceptable behaviour and report all allegations or concerns of child abuse
- (n) Champion and model compliance with the Engage Child Safe Policy, Code of Conduct and Procedures

2.4. I WILL NOT:

- (a) Engage in or condone any behaviour that could be considered to be child abuse, putting a child or young person at risk of significant harm, reportable conduct, and/or conduct that breaches this Code of Conduct
- (b) Engage in behaviour that is intended to shame, humiliate, belittle or degrade children, in person or on social media
- (c) Use inappropriate, offensive, harassing, abusive, sexually provocative, demeaning, culturally inappropriate or discriminatory language when speaking with a child or young person
- (d) Be alone with a child who is not my own child, when participating in Engage. I will ensure that another adult is present when I am with or near child/ren who are not my own child/ren
- (e) Allow allegations, suspected abuse, risk of harm or disclosures to be ignored or go unreported
- (f) Hit or physically assault children
- (g) Develop inappropriate relationships with children
- (h) Develop 'special' relationships with specific children or do things of a personal nature that children can do for themselves
- (i) Conduct a sexual relationship with a child or partake in any form of sexual contact with a child or young person
- (j) Seek to make contact and/or spend time with any child that I come into contact within my role as a representative of the Engage Committee outside of the designated times and activities set for performing my role as a volunteer in Engage
- (k) Condone or participate in behaviour of children that is illegal, unsafe or abusive
- (l) Use any computer, mobile phone, or video and digital camera to exploit or harass children
- (m) Let children have my personal contact details (mobile number or address) or ask for theirs

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- (n) Make sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to or in front of children
- (o) Act in a way that can be perceived as threatening or intrusive

I am responsible for my own actions and I will avoid actions and behaviours that could be in breach of this Code of Conduct.

I am aware that the Engage Committee expects me to uphold at all times the standards of behaviour described in the Code of Conduct above. I understand that if I breach this Code of Conduct, I will be immediately removed as a volunteer in Engage or as a conference attendee in Engage.

I also understand that disciplinary measures and reporting to relevant authorities and legal steps will be taken if I am found to be in breach of the Code of Conduct. I understand that in making that report, the Engage Committee may have to inform other authorities, in a confidential manner to meet obligations under Australian law.