

# SOUTHERN CROSS KIDS' CAMPS

## CODE OF CONDUCT

**At Southern Cross Kids' Camps we take the safety and the well-being of the children in our care very seriously. Therefore, we have a Code of Conduct that all Staff and Buddies will adhere to.**

### **All people involved in the care of children on behalf of SCKC will:**

- Act in accordance with SCKC's child safety policies and procedures at all times.
- Behave respectfully, courteously and ethically towards children and other staff.
- Demonstrate appropriate personal and professional boundaries.
- Listen and respond to the views and concerns of children, particularly if they communicate (verbally or non-verbally) that they do not feel safe or well.
- Treat children with respect and value their ideas and opinions.
- Seek to empower children wherever possible.
- Consider and respect the diverse backgrounds and needs of children.
- Act as positive role models in their conduct with children.
- Respect the privacy of children and their families, and only disclose information to people who have a need to know.
- Report abuse if a child is at risk of abuse. (see Child Safety Reporting Procedure)
- Have a current Working with Children Check equivalent depending on the State/Territory.
- Be screened, reference checked and trained.
- Avoid enclosed private or secluded places with children.
- Be on time for and attend all activities while on camp.
- Wear their name tags at all times.
- Speak up to the Child Safety Person or Camp Director, if you see any suspicious behaviour towards a child.

## No person shall:

- Engage in any unlawful activity with or in relation to a child.
- Participate in any physical violence towards a child or adult team member.
- Be alone with a child. We have the “two deep rule”. At least two adults in the presence of a child.
- Initiate unnecessary physical contact with a child, or do things of a personal nature for them that they can do for themselves. Piggy backs, tickling or sitting in leader’s laps is not allowed. Side hugs and high 5’s are acceptable, if initiated by a child.
- Be on a bed, other than their own. A child or leader’s bed is their own territory.
- Arrange contact, including online contact, with a child outside of SCKC programs and activities. Contact details are not exchanged with campers.
- Attempt to preach or persuade a camper to make a Christian faith commitment or participate in any of the Religious Practices as described in that document.
- Develop a “special” relationship with a specific child for their own needs.
- Show favouritism between children.
- Photograph or video a child unless that is your designated role.
- Work with children while under the influence of alcohol or illegal drugs.
- Give campers snacks.
- Use inappropriate or demeaning language in the presence of children.
- Engage in open discussions of a mature or adult nature in the presence of children.
- Do anything in contravention of SCKCs policies, procedures or this code of conduct.

**If you see this Code of Conduct being breached by another person, report the breach to the Camp Safety Person or Camp Director.**

**If you breach this Code of Conduct you will face disciplinary action, including and up to termination of employment or volunteer status with Southern Cross Kids’ Camps.**

I (*print name*) \_\_\_\_\_

*Signature* \_\_\_\_\_

Have read, understood and agree with this Southern Cross Kids’ Camps Code of Conduct.

Dated \_\_\_\_\_