

CODE OF CONDUCT FOR DIOCESAN EMPLOYEES, CLERGY, CHURCH WORKERS AND VOLUNTEERS FOR WORKING WITH CHILDREN AND YOUNG PEOPLE

Statement of Commitment	Our parish [or 'mission', 'community' or 'chapel'] wants children and young people involved in the life of the parish [or 'mission', 'community' or 'chapel'] to have a safe, happy and spiritually beneficial experience. To this end, we welcome the appropriate participation of children and young people in parish [or 'mission', 'community', 'chapel'] life, and will plan ways that they can be involved. Ultimately, regulations, guidelines, policies and procedures, whilst essential, are not a substitute for wise caution with an on-going attitude of care and concern for the protection of the vulnerable, especially children.	
Who must comply?	The Code of Conduct applies to all Diocesan employees, Clergy, Parish officials, church workers and volunteers.	
Behaviour	Appropriate	Inappropriate
Language	- Using encouraging/positive words and a pleasant tone of voice - Open and honest communication	- Insults, criticisms or name calling - Bullying, swearing or yelling - Sexually suggestive comments/jokes
Relationships	- Being a positive role model - Building relationships based on trust - Empowering children to share in decision making	- Spending excessive amounts of time alone with children - Contact outside of working hours (either physical or via email/phone/facebook) - Bullying, harassment, intimidation - Grooming' children or young people
Physical Contact	- Allowing for personal space - Touching due to medical emergency or protecting from physical harm - Non-threatening	- Violent or aggressive behaviour including hitting, kicking, slapping or pushing - Kissing or touching of a sexual nature consistent with 'grooming'
Other	- Appropriate attire/clothing for role - Use of internet/mobile phone for work related purposes only	- Using alcohol or other substances before or during work - Inappropriate clothing - Sending inappropriate text or emails

I (*print name*): _____
 have read the Policy and Code of Conduct for working with children, young people and other vulnerable people involved in (*insert church entity name*) activities. I understand my responsibilities in working with children and young people and will work within this policy and Code of Conduct. If I breach this code in any way, for any reason, I must inform [*insert*] of my actions and the reasons for them.

Signed: _____
(*signature*)

Witness: _____
(*signature*)

Name of Witness: (*printname*) _____

Date: ____/____/____