

Catholic Archdiocese of Melbourne

Code of Conduct

SAFEGUARDING CHILDREN AND YOUNG PEOPLE CODE OF CONDUCT DECLARATION

The completion of the Child Safety Code of Conduct Declaration is a requirement of all volunteers in the Nazareth Parish. We acknowledge that not all parish volunteers have contact with children however according to the Safeguarding Unit for the Catholic Archdiocese of Melbourne, all volunteers are required to sign the code of conduct every 3 years.

Archdiocesan clergy, employees and volunteers are committed to upholding a duty of care to all children and young people and taking all reasonable steps to protect children and young people from all forms of abuse and harm. At Nazareth Parish, clergy, employees and volunteers commit to safeguard the health and wellbeing of children and young people by:

Keeping Children and Young People Safe from Abuse and Harm

- Always treat children and young people with care and respect, ensuring their emotional, physical, and sexual safety.
- Promote a safe environment free from punishment or any degrading, frightening, or humiliating treatment.
- Use positive, respectful language and a kind tone when communicating.
- Foster relationships based on trust and fairness, avoiding any behaviour that could be misunderstood as favouritism or considered grooming.
- Communicate in ways that are inclusive and free from sexual, discriminatory, or racist language, including jokes or innuendo.

Creating a physically and psychologically safe environment

- Ensure that an adult is never alone with a child or young person and they do not seek to make contact with a child or young person that places them at risk of abuse
- Ensure that children and young people in your care are appropriately supervised at all times.
- Use fair, respectful and developmentally appropriate strategies to guide the behaviour of children and young people in a positive manner.
- Ensure that photographs or video of children and young people are taken with the consent of parents or guardians within the context of the parish, agency or entity activity.
- Use social media and digital communication in a manner that does not exploit or place children and young people at risk.
- Act to remove and/or minimise any physical or environmental risks that could adversely impact children and young people.

- Not consume alcohol or illicit drugs before or while engaging in the care of children and young people or being adversely affected by prescription medication.
- Not supply alcohol and drugs to children and young people.
- Immediately notify management if charged or convicted with a criminal offence (if subject to a criminal history record check in relation to your involvement with a CAM parish, agency or entity).

Supporting cultural safety and inclusion

- Promote the safety, participation and empowerment of children and young people.
- Support the inclusion of children and young people with a disability; from culturally and linguistically diverse backgrounds; same-sex attracted, intersex and gender diverse children and young people; and Aboriginal and Torres Strait Islander children and young people.

Promoting respectful relationships

- Engage in positive and respectful interactions with children and young people that uphold their rights and dignity.
- Listen to and respect the views of children and young people.

Taking action to safeguard children and young people

- Listen to and respond supportively to the concerns of children and young people in relation to their safety.
- Report any child safety concerns, reports or disclosures to relevant statutory child protection authorities (e.g. Child Protection (DHHS), Victoria Police) and the Professional Standards Unit, consistent with the requirements of this Policy.

Acknowledgement of Nazareth's Code of Conduct		
First name:	Surname:	Date
		___ / ___ / ___
Signature:		