In accordance with the Victorian Child Safe Standards, a child is defined as a person under 18 years of age. The following constitutes Redemption Church's Code of Conduct for behaviour for a person in a position of trust:

01

As a person in a position of trust within the church you must always be concerned about the integrity of your position, likely perceptions of the church and the wider community, and the need to acknowledge the real or perceived power given to you as a result of holding this position.

You should avoid situations where you are vulnerable to temptation or where your conduct may be construed to be a breach of this Code of Conduct. You will make yourself familiar with the provisions of Redemption Church Children and Youth Policy.

02

You must not fail to take action to prevent to the best of your ability, and report as required, any of the following:

- child abuse,
- a child or young person at risk of significant harm,
- reportable conduct,
- sexual misconduct, and/or
- conduct that breaches the Redemption Church Code of Conduct.

03

Sexualised behaviour is any behaviour that may reasonably be perceived to be of a sexual nature according to the standards of the time by the person to whom it is directed. Sexualised behaviour is only permitted as set out in the Word of God.

04

You must not 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

05

You must not engage in or condone any behaviour that could be considered to be sexual misconduct, understanding that sexual misconduct is contact or invitation, via any means, of a sexual nature which is inconsistent with the integrity of a person in a position of trust within the church.

Sexual misconduct includes any behaviour that could be reasonably considered to be sexual assault, sexual exploitation, sexual harassment, coercion or grooming of a child or young person.

06

Sexual exploitation refers to any form of sexualised behaviour with a child or young person, whether or not there is consent and regardless of who initiated the behaviour, where that behaviour is contrary to the Word of God.

Therefore, you will not among other things engage in or condone any of the following:

- behaviour or a pattern of behaviour aimed at the involvement of others in sexual acts, including, but not limited to, coercion or grooming behaviour,
- sexualised behaviour with a person below the age of consent,
- sexualised behaviour with a person with whom there is a supervisory pastoral care, or counselling relationship,
- the production, distribution, possession of or accessing of pornographic material of any kind,
- taking advantage of the conscious or unconscious use of sexually provocative behaviour that some victims of abuse display,
- participating in sexually explicit conversation via social media, chat rooms, gaming or any other means.

07

Sexual harassment means unwelcome sexualised behaviour, whether intended or not, in relation to a child or young person where that person reasonably feels in all circumstances offended, belittled or threatened. Such behaviour may consist of a single incident or several incidents over a period of time. Therefore, you will not, among other things engage in or condone:

- implicit or explicit demands or suggestions for sexual activities,
- making any gesture, action or comment of a sexual nature to a person or about a person in their presence,
- making jokes containing sexual references or innuendo using any form of communication,
- exposure to any form of sexually explicit or suggestive material, including but not limited to pornography of any kind.
- physical contact that is inappropriate to the situation or uncomfortable or confusing for the receiver, including kissing, hugging, touching, pinching, patting or aggressive physical conduct,
- touching any sexual part of the body, including physical boundary crossing is not permitted, and 'just a joke' behaviour is not permitted.
- generating or participating in inappropriate personal correspondence (including electronic communication) in respect of sexual or romantic feelings or in breach of the Code of Conduct,
- inappropriate or unnecessary discussion of, or inquiry about, personal matters of a sexual nature,
- inappropriate intrusion of a personal space or physical privacy, including being alone in a bedroom or bathroom or allowing inappropriate exposure during activities that require dressing or changing clothes,
- voyeurism, and
- persistent following or stalking.

08

Coercion or grooming behaviour refers to physical or psychological actions intrinsic to initiating or hiding abusive behaviour, which involves the manipulative cultivation of relationships with children and/or young people, their carers and others in authority. You will not exhibit any behaviour that could be considered to be coercion or grooming behaviour.

09

With regard to church sponsored and endorsed events and in relation to children and young people:

- You will not conduct a camp or other activity involving overnight accommodation without appropriate 'camp parents' (ideally a married couple over the age of 25 years, of known maturity and Christian commitment) approved by the elders.
- You will not provide any form of accommodation for any reason where there is not strict segregation by sex, with the exception or married couples and families. Supervision of children and/or young people must be provided by a person of the same sex.
- You will ensure that any activity involving children and/or young people is open to observation by parents and other adults with a legitimate interest.
- You will not condone or participate in bullying behaviour, where bullying is the repeated seeking out or targeting of a child or young person to cause them distress and humiliation or to exploit them, including but not limited to exclusion from a peer group, intimidation and extortion.
- You will not participate in or allow nude swimming or other such activities.
- You will not participate in or allow initiations and secret ceremonies.
- You will not drive a child or young person unaccompanied.

10

The elders may make temporary variations in respect to this Code of Conduct. These temporary variations will be formally recorded by the elders and will be made on a restricted basis for individuals in specific circumstances for a specific period of time. Where no temporary variation is formally recorded, the following will apply without change:

- You will take care to ensure an appropriate balance of transparency and confidentiality so that the private concerns of others are not disclosed or revealed improperly. In ordinary circumstances, when you are providing pastoral care to, or working with members of the opposite sex, you will strive to do so in an environment that allows visual surveillance and, where reasonable, have other people within hearing distance.
- You will not allow a child to sleep in close proximity to an adult, other than a parent or guardian, unless there is a significant separation, and privacy of all parties is respected.
- You will not allow an adult to share accommodation with one child or young person only unless they are a parent or guardian of that child or young person.

11

With respect to private arrangements within the church you must always be concerned about the integrity of your conduct, likely perceptions of the church and the wider community. You should avoid situations where you are vulnerable to temptation or where your conduct may be construed to be a breach of this Code of Conduct. You must ensure you are operating with parental permission. You must not intentionally undermine the parent/child relationship. You must conduct yourself with transparency and preparation.

Please note

Where specified provisions cannot be followed in an emergency, the circumstances of the emergency and the actions taken should be reported to and approved by the elders. Where the actions taken are not approved they will be considered to be a breach of the Code of Conduct. If no contact is made, that will also be considered a breach.

Any breaches of this Code of Conduct for any reason must be reported to the appropriate person as soon as possible.

The chain of reporting for anyone who has a comment or concern is as follows:

LEADERS OF CHILDRENS MINISTERIES/ YOUTH LEADERS

⌄

CHILD SAFETY OFFICERS

⌄

ELDERS

Whilst this would be the normal reporting process, it may be varied at any time if the person making the report deems it appropriate to do so.

Child Safety is *everyone's* responsibility.

Anyone can make a comment or raise a concern at any time.

Under child safety legislation, there is no such thing as an innocent bystander.

Redemption Church is committed to addressing any instances of racism towards children with appropriate consequences and will consider and respond to each instance with seriousness and gravity. Complaints of racism against children under 18 are to be made to the leaders of Children's Ministeries, Youth Leaders or Elders.

As Christians, Redemption Church recognises the uniqueness of each child as a person made in the image of God, with unique cultural and linguistic backgrounds that can be lived out in alignment with Scripture and within the unity of the Church in Christ Jesus.

More information can be found at

RC.ORG.AU

CODE OF CONDUCT

for Child Safety

REDEMPTION CHURCH

Jesus. Community. Mission.