



Code of Conduct for Working with Children and Young People

Everyone who attends Teen Ranch needs to be cared for in an appropriate manner so that they feel confident of their own well-being and safety. They are not to be neglected, and are to be protected from physical, emotional and sexual harm.

Not all full-time staff and volunteers will understand “unacceptable” behaviours, even after reading through Teen Ranch’s Child Protection Policy and Code of Conduct. Teen Ranch staff members need to be accountable to each other and Teen Ranch management for their behaviour and actions. They need to be open to modifying their behaviour so that they don’t bring Teen Ranch and the Gospel into disrepute, by causing any kind of harm to children or young people.

This code is not an exhaustive list, but does highlight a clear set of “DOs and DON’Ts” to demonstrate what is, and what is not, acceptable conduct for staff members at Teen Ranch.

DO

- Provide a positive role model for children and young people
- Treat children and young people with respect – listen to them and value their conversation
- Respect the privacy of children and young people
- Report any concerns you have that a child or young person may be at risk of physical, emotional or sexual harm or neglect to Teen Ranch management
- Be aware of the need to ensure appropriate boundaries are maintained when caring for a child or young person
- Be aware of the need for females to pastorally care for females, and males to pastorally care for males
- Be aware of the follow-up process that Teen Ranch has in place for engaging with children and young people after camp
- Get parental or guardian and Teen Ranch management permission before any meetings or providing any transport for a child or young person during the follow-up process
- Tell Teen Ranch management if you believe another staff member’s behaviour in this area is unacceptable

- Be careful and be aware of the differences in size and ability when playing games or sport with children and young people, and play appropriately
- Be vigilant of children causing harm to, or abusing other children, and report this to Teen Ranch management

DO NOT

- Neglect a child or young person
- Engage in any activity with a child or young person that is likely to cause them any physical, emotional or sexual harm
- Discipline a child or young person in anger
- Use physical force, harsh verbal language or emotional abuse as a form of discipline
- Initiate unnecessary physical contact, or do things of a personal nature that the child or young person can do for themselves
- Use your physical stature to intimidate a child or young person
- Develop a “special” relationship with a child or young person for your own needs
- Show favouritism to a child or young person
- Make sexually suggestive comments or jokes, or other inappropriate comments
- Give any form of sexual advice to a child or young person
- Promise a child or young person that you can keep a secret about a situation in which they may have experienced physical, emotional or sexual harm or neglect
- Engage in a deep conversation with a child or young person of the opposite sex
- Be alone with a child or young person when out of sight of others
- Travel alone with a child or young person during the follow-up process or when seeking medical attention
- Arrange an off-site meeting with a child or young person without the permission of the parents / guardians and Teen Ranch management
- Give out your personal contact details / social media usernames / online profile details, nor receive any of the same from a child or young person (under 18). For example, mobile number, email address, Facebook, Twitter, Instagram, Skype, Snapchat, online games etc

I have read the Teen Ranch Child Protection Policy and Code of Conduct for working with children and young people.

I understand my responsibilities in working with children and young people and will work within this Policy and Code of Conduct.

I will inform Teen Ranch management if I breach this Code of Conduct in any way, and explain my actions and the reasons for them.

Name:

Signed:

Date: