



Catholic Diocese of Darwin

SAFEGUARDING CODE OF CONDUCT

Statement of Commitment

The Catholic Diocese of Darwin is committed to promoting the safeguarding of all children, young people and adults at risk. Consistent with gospel values and our Mission Statement, we follow the example of Jesus in respecting the dignity of each child, young person and adults at risk.

We are committed to work together to create an environment where children, young people and adults at risk are respected and where they are safe and feel safe. We provide opportunities for children, young people and adults at risk to have a say and be listened to.

Purpose

This Safeguarding Code of Conduct sets out the responsibilities and behaviour which the Catholic Diocese of Darwin requires of all clergy, religious, employees and volunteers when working with or in contact with children and young people. This Code will help protect children and young people from abuse and inappropriate behaviour from adults. Clergy and religious are also required to refer to *Integrity in Ministry*.

Catholic Education and CatholicCare NT may have their own Code of Conduct, however these must meet the minimal standard of this Code of Conduct.

Breaches of the Code

Any allegations of breaches of this Code are treated seriously. The Parish Priest, Principal or Director/ Manager will discuss any breaches of the Code with the person to whom the complaint is directed. In some instances, it may be determined that the employment may be terminated. If the allegation concerns a volunteer, it may be determined that the volunteer's services may be discontinued. Serious breaches may also result in a report being made to the authorities, that is the Northern Territory Police and / or Territory Families.

Standards of Behaviour

The Catholic Diocese of Darwin is committed to creating and maintaining an environment which promotes the safety and inclusiveness of all children, including Aboriginal and Torres Strait Islander children, those with culturally and / or linguistically diverse backgrounds and children with a disability and/or particular vulnerabilities. The Catholic Diocese of Darwin condemns all forms of child abuse, discrimination and sexual exploitation. Child abuse occurs when adults or other children hurt children or young people under the age of 18, either physically, emotionally, sexually, through neglect, or in some other way.

Acceptable Behaviours

I WILL:

- Treat all children and young people with dignity and respect.
- Demonstrate appropriate personal and professional boundaries.

- Seek permission and be open when using electronic communication with children and young people.
- Respect the privacy and confidentiality of all children, young people, vulnerable adults and their families.
- Identify and control risks to the safety and wellbeing of all people who are involved in activities, in particular children, young people and vulnerable adults.
- Listen and respond to the views and concerns of children and young people, particularly if they are telling that they or another child or young person has been abused and/or that they are worried about their safety or the safety of another child or young person.
- Promptly report all child safety concerns, complaints, beliefs of harm or disclosures and incidents.
- If an allegation of child abuse is made, ensure the safety of the child or young person as soon as possible.
- Avoid situations where I am alone with a child.

Unacceptable Behaviours

I WILL NOT:

- Engage in any activity that is likely to harm a child, young person or vulnerable adult physically, sexually or emotionally.
- Unlawfully discriminate against any person.
- Have unnecessary or unauthorised one-on-one contact with a child or young person, including online contact.
- Be excessively familiar or foster a 'special relationship' with a child or young person.
- Knowingly use inappropriate, offensive, harassing, abusive, sexually provocative, demeaning, culturally inappropriate or discriminatory language when speaking with a child or young person.
- Share personal or sensitive information of children, young people, staff or parents/carers without their permission unless required by the Code or legislation.
- Ignore or disregard any beliefs of harm or disclosed harm or abuse.

Breaches of this Safeguarding Code of Conduct by another Person

If I believe that this Safeguarding Code of Conduct has been breached by another person in the Catholic Diocese of Darwin, I WILL:

- Act to prioritise the best interests of children and young people.
- Take actions promptly to ensure children and young people are safe.
- Promptly report any concerns to the appropriate leader, e.g. Parish Priest, Child Safeguarding Coordinator, Principal, Safeguarding Contact, Manager or supervisor and the parent or guardian.
- Follow the process for receiving and responding to complaints.
- Make a Mandatory Report if a child or young person is believed to have been harmed or abused to Territory Families or Police.

Declaration:

I agree to abide by this Safeguarding Code of Conduct in my activity in the Catholic Diocese of Darwin.

I understand that breaches of this Safeguarding Code of Conduct may lead to disciplinary action, further training, being stood down from my volunteer work or the termination of my employment.

Name:

Signed: Date:

Director/ Manager/ Principal/ Priest:

Name: