



Easter Madness is an activity of The Uniting Church in Australia Queensland Synod for people in high school. Easter Madness is committed to the safety and wellbeing of all youth, including those who use our services and join in our programs. Easter Madness recognises that those under 18 year of age are children.

Our workers and volunteers will treat everyone with respect and understanding and address their concerns at all times. Easter Madness will endeavour to provide a safe and supportive environment for youth and young adults, and will follow Safe Ministry with Children Queensland Synod practices.

In order to ensure youth are kept safe from harm we will:

- Supervise the youth while they are in our care.
 - Know where members of your group are during Easter Madness. Please check in with members of your group regularly
 - Please don't take your group off site during programmed activities (unless programmed e.g. beach) This includes after lights out.
 - Sit with your group during worship times and other whole of camp activities
- Ensure that no visitors or outsiders have unsupervised contact with children and young people
- Allow the child or young person to go home only with a person for whom permission has been given.
- Notify a Director who will follow Safe Ministry with Children procedures to:
 - Notify the Department of Child Safety if we suspect or are told that a child or young person is being harmed at home.
 - Notify the parent and/or the Qld Police Service if we suspect or are told that a child or young person is being sexually abused outside the home
 - Notify the parent and/or the Department of Child Safety if we are concerned that a child or young person is self harming.

Code of conduct for employees and volunteers

Statement of Commitment

Easter Madness is committed to the safety and wellbeing of all children and young people, especially those who use our services. Our workers and volunteers will treat all children and young people with respect and understanding at all times and listen to their concerns. To ensure children and young people are kept safe from harm, the following code of conduct for interacting with children and young people applies.

Who must comply with the code of conduct?

This code of conduct applies to all paid employees, volunteers and visitors who enter our service environment.

The standards of appropriate behaviour

Behaviour	Appropriate	inappropriate
Language	<ul style="list-style-type: none"> - Using encouraging/positive words and a pleasant tone of voice - Using encouraging/positive words and a pleasant tone of voice - Open and honest communication 	<ul style="list-style-type: none"> - Insults, criticisms or name calling - Bullying, swearing or yelling - Sexually suggestive comments/jokes
Relationships	<ul style="list-style-type: none"> - Being a positive role model - Building relationships based on trust - Empowering children to share in decision making 	<ul style="list-style-type: none"> - Favouritism or giving gifts - Spending excessive amounts of time alone with children - Contact outside of Easter Madness (either physical or via email/phone) exception to this would be your home church activities such as youth group - Bullying, harassment - 'Grooming' children or young people
Social Media	<p>Abide by the Safe Ministry with Children guidelines https://ucaqld.com.au/wp-content/uploads/2017/09/SMC_Using-Digital-Media-guidance-note.pdf</p>	
Physical Contact	<ul style="list-style-type: none"> - Allowing for personal space - Touching due to medical emergency or protecting from physical harm - Non-threatening 	<ul style="list-style-type: none"> - Violent or aggressive behaviour including hitting, kicking, slapping or pushing - Kissing or touching of a sexual nature consistent with 'grooming'
Other	<ul style="list-style-type: none"> - Appropriate attire/clothing for role - Use of internet/mobile phone for work related purposes only or during allocated times 	<ul style="list-style-type: none"> - Using alcohol or other substances before or during work - Inappropriate clothing - Sending inappropriate emails
Supporting the program	<ul style="list-style-type: none"> - Affirm and be positive all areas of the program and input. If you have concerns please speak with the directors 	<ul style="list-style-type: none"> - Put down the input and program.

In the event that the code of conduct for interacting with youth is breached the consequences will be that you may be asked to leave the camp. We all as camp leaders and organisers have an obligation to hold each other to our Statement of Commitment and Code of Conduct. If you are concerned with another leaders conduct please talk with the organisers.

"I have read, understood, and will act in accordance with the above code of conduct, and understand the consequences if they are breached"

Name: _____ Signature: _____ Date: _____