

# Code of Conduct

This Code of Conduct is a personal and binding commitment. **You must abide by the Code of Conduct at all times.** The Code of Conduct is intended to protect all members of Scouting. It applies to all members aged 18 years and over, regardless of location and role, when engaging with young people and adults in any form of Scouting.

The Code of Conduct always applies, regardless of environment, and includes any communication on social media or digital technology. Parents, carers and guardians are expected to follow this Code of Conduct in all Scouting activities to protect and respect all participants, especially children, including their own. Like elements of our youth program, the Code of Conduct is comprised of several "I..." statements that set clear expectations on your behaviour as an Adult in Scouting.

We have clear expectations on how you must act to positively support our commitment to child safety, and to contribute to achieving our purpose. **While you are a member of Scouts Australia, you must agree to adhere to the following behaviours:**

- I will act always in accordance with the Scout Promise and Law, Code of Ethics, and this Code of Conduct, thereby setting a suitable example for all.
- I will act with respect, courtesy, and integrity toward children, their families, fellow volunteers, and staff, while upholding the dignity of both myself and others.
- I will promote the human rights, safety and wellbeing of all people involved with Scouting.
- I will demonstrate appropriate personal and professional boundaries.
- I will comply with Scouting's protocols in communicating with children and adults.
- I will consider and respect the diverse backgrounds and needs of all people.
- I will contribute, where appropriate, to Scouting's policies, discussions, learning and reviews about the safety and wellbeing of all people involved with Scouting.
- I will identify and mitigate risks to the safety and wellbeing of all people involved with Scouting as required by Scouting's risk assessment and management policies, frameworks, and processes.
- I will comply with relevant state, territory, and/or federal legislations, as well as Scouting's policies and procedures for record keeping, information sharing, child safety and wellbeing, always ensuring adherence.
- I will listen and respond to the views and concerns of children, vulnerable people, and adults, particularly if they communicate (verbally or non-verbally) that they do not feel safe or well.
- I will create an environment that promotes and enables children's participation and is welcoming, culturally safe, and inclusive for all children, adults, and their families.
- I will, wherever possible, involve children in making decisions about activities, policies and processes that concern them.
- I will respond to any concerns or complaints of child harm or abuse promptly in accordance with the relevant Scouting policy and procedure. Report all suspected or disclosed child harm or abuse as required by relevant state, territory, and/or federal legislations and by the relevant Scouting policy and procedure for internal and external reporting.
- I will act with respect to the privacy of all people involved with Scouting.

I will not

So that we can engage positively together, there are clear behaviours that you must not exhibit. **While you are a member of Scouts Australia, you must agree to not engage in the following behaviours:**

- I will not engage in any unlawful activity with any person.
- I will not engage in any activity that is likely to physically, sexually or emotionally harm to a child or vulnerable person leading to their neglect.
- I will not unlawfully discriminate against any person.
- I will not breach the Two Adults Present requirements, whether in person, online or in any other instance, unless authorised to do so or in an emergency situation or approved care plan.
- I will not arrange personal contact, including online contact, with children and vulnerable people I am associated with in a Scouting related context (except direct relatives, or other children with the consent of their parent/guardian).

- I will not disclose personal or sensitive information about any person, including images of a child, unless the person and their parent or legal guardian (if a child) consent or unless I am required to do so by Scouting's policy and procedure for reporting, or as required by law.
- I will not communicate (by whatever means) in the presence of children and adults using language, showing or providing children or adults access to images or material, considered by a reasonable person to be offensive or inappropriate.
- I will not work with children while under the influence of alcohol, prohibited drugs, or prescribed drugs which impair my judgement, acceptable behaviour, or ability to safely care for children or other adults.
- I will not enter an area where children are changing or showering or enter youth members' sleeping areas on camp/activity when young people are present unless there is an emergency situation or to enact a care plan agreed with the parent.
- I will not use Scouting to promote my own beliefs, behaviours, and practices where these are not compatible with Scouting Principles.
- I will not act in an intentional manner to tarnish the reputation/brand of Scouting or bring it into disrepute.
- I will not breach the copyright restrictions of both Scouts Australia and other publishers' works, including printed matter, video and other multimedia material.
- I will not act as a representative of Scouting in advocacy of any political party or candidate.
- I will not express opinions in the public press, or on radio or television, or on social media, on matters of Scout policy or principle unless authorised to do so by Scouts Australia, or the relevant Branch.

### **Breaches of the Code of Conduct**

We take adherence to the Code of Conduct seriously, and it is up to all of us to make sure we are all creating a safe, inclusive, positive and respectful Scouting environment.

You have a responsibility to take action when you think another person in Scouting has breached this Code of Conduct. **While you are a member of Scouts Australia, you must agree to undertake the following actions if you think the Code of Conduct has been breached by another person in Scouting:**

- I will act to prioritise the best interests of children.
- I will take actions promptly to ensure that children are safe.
- I will report any concerns (behavioural or otherwise) using the appropriate reporting mechanisms available to me within my Branch, to the Chief Commissioner or Chief Executive Officer of my Branch, or to another adult in a leadership position within Scouting.
- I will comply with relevant state, territory, and/or federal legislation and with the relevant Scouting policy and procedure for internal and external reporting.

# Code of Ethics

The purpose of this Code of Ethics is to set common ethical standards to promote consistency in behaviour for all Adults in Scouting.

**Integrity** We demonstrate Integrity by:

- Acting with honesty, truthfulness and fostering appropriate healthy professional relationships.
- Recognising and fulfilling where possible, our obligations to our community.
- Taking responsibility for our own actions and developing integrity in others.
- Acting with impartiality, truthfulness and honesty.

**Respect** We demonstrate Respect by:

- Showing consideration to others, recognising each individual's uniqueness and diversity.
- Minimising our impact on the environment and seeking to be good caretakers for future generations.
- Committing to members well-being and on-going learning through the practice of positive influence, good judgement and empathy in practice.

**Courage** We demonstrate Courage by:

- Providing challenging, developmental opportunities to empower young people.
- Being good role models in Scouting, demonstrating positive attitudes and willingness to live by the Scout Promise and Law.
- Being fair and reasonable.

# Mutual Agreement

1. The Mutual Agreement is a formal document defining the relationship between the applicant and Scouts Australia, and consists of a completed application for appointment and details the rights and responsibilities of the applicant, as follows: As an Adult volunteer they have the right to:

- work in a healthy and safe environment,
- have their application for membership considered and, if successful, be engaged in accordance with equal opportunity and anti-discrimination legislation,
- be adequately covered by relevant insurance,
- be given accurate and truthful information about Scouting,
- be reimbursed for agreed out of pocket expenses,
- be provided a copy of Scouting's policies and rules and any other procedure that may affect their undertakings,
- have a role description and agreed commitment,
- have access to grievance procedures,
- be provided with induction to Scouting,
- have their confidential and personal information dealt with in accordance with the provisions of the Privacy Act,
- be provided with encouragement, support, training and mentoring to fulfil their role.
- be provided with opportunities for growth and development

As an Adult volunteer they have a responsibility to:

- promote a culture of Scouting being a Child Safe Organisation and adhere to the National Child Protection Policy,
- live by the Scout Promise and Law and accept the Code of Ethics and Code of Conduct,
- work to achieve the Vision, Mission, and Purpose of Scouts Australia,
- adhere to the Policies and Rules of Scouts Australia and of the Branch in which they volunteer
- represent and promote Scouting to the community
- meet the agreed goals and timelines in their development plan

2. The Mutual Agreement is entered into by the applicant and the responsible Team Leader and endorsed by the Association nominee.

3. The Mutual Agreement is finalised after suitability checks and leads to appointment and membership of the Movement.