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Raising Hope. Enabling Torchbearers into the Future.

Code of Conduct for any Nissi Rephidim Care staff member, volunteer representing Nissi Rephidim Care or visitor visiting 'Children at Risk' under the auspices of Nissi Rephidim Care

Nissi Rephidim Care believes that child protection is both an individual and a corporate responsibility. Nissi Rephidim Care recognises its responsibilities for safeguarding the welfare of children and young people. Nissi Rephidim Care believes that child protection is both an individual and a corporate responsibility and that all must take precautions and responsibility to help create a safe place for children and their protection. This begins with everyone being well informed and aware of child protection issues.

Nissi Rephidim Care Child Protection Principles

- All children and young people have equal rights to protection from abuse and exploitation.
- All children and young people should be encouraged to fulfill their potential and inequalities should be challenged.
- The welfare of children and young people is paramount.
- Everyone has a responsibility to support the care and protection of children.
- Nissi Rephidim Care has a duty of care to children with whom we work and with whom our representatives work.
- Nissi Rephidim Care has a responsibility to ensure that we meet standards of protection for the children in our care.

Nissi Rephidim Care has a comprehensive child protection policy, which is aimed primarily at protecting children. In accordance with Nissi Outreach Home's child protection policy, all staff, volunteers and visitors representing Nissi Rephidim Care are expected to treat children according to the U.N. Convention on the Rights of the Child and should treat all children with professionalism, dignity and respect in attitude, language used and actions.

The following Code of Conduct applies to all Nissi Rephidim Care Staff, volunteers or visitors under the co-ordination of Nissi Rephidim Care during visits, defined to include:

- Any time spent with 'children at risk'
- Network member visits (including donor visits, trustee visits etc)
- Network visits

In order to protect children, personnel and Nissi Rephidim Care as an organization, the following guidelines are given to protect children from abuse and staff and visitors from false accusation. Staff and visitors representing Nissi Rephidim Care should therefore avoid acting or behaving in ways that could:

- Put a child at risk of abuse;
- Be construed as poor practice;
- Be potentially abusive



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This does not include staff or volunteers who work with children for whom a separate code of conduct applies.

Nissi Rephidim Care Code of Conduct for Visiting 'Children at Risk'

Any staff member volunteer or visitor working with or representing Nissi Rephidim Care and coming into contact with children needs to be aware of the following:

Nissi Rephidim Care Staff supervising visits are obliged to

- Ensure that visitors are briefed on code of conduct and child protection issues.
- Ensure all Nissi Rephidim Care staff, short-term volunteers and donors visiting program sites have signed a statement to say that they have read the code of conduct will respect it and understand that action will be taken in cases of inappropriate behavior.
- Ensure that visitors to Nissi Rephidim Care project areas will not be left unsupervised.
- Be aware of situations that may present risks with regards to child protection and manage them accordingly, minimizing risks as far as possible.
- Ensure that visitors are not left alone with children without another adult being in sight.
- Be aware that children have the right to decide how much physical contact they have with others, except in exceptional circumstances when they need medical attention.
- Ensure that visitors do not initiate inappropriate physical contact with children.
- Create and maintain an open culture in which any issues or concerns can be discussed.
- Challenge any potentially abusive behavior and report it.
- Develop a culture where children can talk about their contacts with members of staff and others openly.

Visitors should:

- Avoid inappropriate dress and be culturally sensitive to the environment they are in.
- Avoid questionable behavior, which could be misconstrued.
- Be visible to other adults when talking with children.
- Respect each child's boundaries and their right to privacy, including taking photographs.
- Be culturally sensitive to attitudes of physical contact. Touch should be age-appropriate and generally initiated by the child, rather than by you.

It is not appropriate to:

- Spend time alone with children
- Invite children to the place where you are staying, especially where they will be alone with you.
- Give children or young people your e-mail address, mobile phone number, Facebook or contact details.



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Staff members and visitors under the auspices of Nissi Rephidim Care must never:

- Hit or otherwise assault or physically abuse children or discipline a child in a way that is against the UNCRC. (A general guideline is no physical punishment, hitting, slapping, spanking and no verbal abuse such as shouting, swearing or use of demeaning language).
- Touch children in a manner, which is inappropriate. A general guideline is not to touch children inappropriately in areas that would normally be covered by shorts and t-shirt, but also includes kissing and tickling in an inappropriate way.
- Engage in physical activity that is sexually provocative, inappropriate, offensive or exploitative or could be construed as assault or abuse.
- Develop physical or sexual relationships with children, or relationships that could be deemed in any way exploitative or abusive.
- Expose children to inappropriate materials such as pornographic videos, literature, magazines
- Use language, make suggestions or offer advice which is inappropriate, flirtatious, offensive or abusive.
- Do things for children of a personal nature that the children can do for themselves.
- Excuse, or participate in, behavior which is illegal, unsafe, and abusive or lacks common sense.
- Act in ways intended to shame or humiliate, flirt with or make fun of children.
- Discriminate against, show different treatment to, favor, or exclude particular children.

I have read this code of conduct, agree with it and will abide by it

Signed: _____ Name: _____

Address: _____ Date: _____