



Code of Conduct

Living Springs Kids Camp Volunteers

All people, especially children, involved in any way with Living Springs have a right to participate in a safe healthy and supportive environment. As volunteers we all have a duty of care in creating and maintaining this environment.

To that end Living Springs has developed a "Code of Conduct". The Code sets standards of conduct and behaviour which reflects how we would all like to be treated by others; that is, fairly, equally and with respect and dignity. Our Code of Conduct includes "Living the Values", a guide to how you can role model the values of Living Springs and a Code of Practice for child safety,

Living the Values

Living Springs Value	What this means to you?	Example behaviours
Integrity	Tell the truth and make the right choices	Lead by example Be confident in your decisions Be able to admit that you don't know, seek out people for advice Be able to apologise
Passion	Give everything a go	Have a positive attitude Join in with everything Encourage the good behaviour that you see Give praise and see some good in everybody
Innovation	Always think, how can I do this better	Take the initiative whenever work needs to be done Learn from your mistakes and don't make the same mistakes twice Make suggestions for improvements
Respect	Of self, others and property	Build relationships based on respect Know that children live up to what is expected of them Keep your environment and possessions tidy, inspire others to do the same Show patience
Commitment	Always do what you say you're going to do	Set personal goals aside if they disrupt team unity or the achievement of the Camp's mission Keep your promises Follow the Kids Camp policy and procedures
Results Oriented	Think about the impact of what you're about to do	Encourage children to achieve Set personal goals Celebrate success

		Keep good records of the kids in your care to follow up with actions
--	--	--

Inspired Communication	Listen to the stories, share with friends	Have the courage to speak up, your contribution is valuable Listen carefully to others, try to understand things from their perspective Use positive body language to convey the right message Participate fully in leader training
Humour	Above all have fun	Have a good sense of humour Laugh at yourself if you make a mistake
Compassionate Faith	Take time to understand what your faith means to you	Reflect Jesus Christ and his love to campers Teach positive moral values that will have lifelong benefits Teach new skills that will be applicable to all areas of life

Code of Practice for Child Safety

We show that we care about people by ensuring our camp and the children in it are safe. Our Camp reflects the Christian values that are taught. Children who experience love, trust and security in their relationships with other people are more likely to understand about God who loves and protects them. Be a good role model and approach your task with prayer, humility and love for people.

Behaviour and Language

Children learn as much from what leaders do as from what they say. Behaviour, attitudes and language are as important as the activities we do during camp.

- Avoid behaviour that gives the impression of favouritism or encourages 'special' relationships with individual children.
- Remember that children notice how leaders talk to each other. Negative nicknames, put downs, and sexist language reinforce behaviour that children may already see all too often, it is unnecessary.
- Resolve any conflicts/disagreements with other leaders away from the campers and use the support of the Kids Camp Team Directors.
- Leaders should have a caring style that demonstrates the positive values Kids Camp upholds.

Physical Contact

Many children enjoy physical contact with adults/older children and will actively seek opportunities for this through simple expressions of affection and confidence in play. Indeed, there are many occasions where physical contact is necessary, especially during some of our activities. However some children do not seek or enjoy physical contact. Children should be allowed to choose the degree of physical contact they have with others apart from exceptional circumstances or when needing medical attention.

Remember:

- It is inappropriate to initiate close physical contact, this should come from the child, if at all.
- Don't have consistent contact with the same person as this may give the impression of favouritism.
- Avoid contact with a child in areas normally covered by swimwear.
- A sideways hug around the shoulder or a high five is more acceptable than an arm around the waist.
- You should always remain visible to others in the group or have another leader with you. Never place yourself in a situation where you are alone with a child, remember this even in the first aid room. In this instance if an emergency, leave the door of the first aid room open.
- Always communicate your whereabouts to the Team Director or Living Springs staff if it varies from the programme.
- Never ever physically or mentally punish a child.
- Never take children off camp premises, unless under the direction of the Team Directors or Living Springs Staff and always in company with another leader.

Other Contact

- If you feel that there is a need to contact a parent/caregiver for any reason, refer to the Kids Camp Team Directors Do not contact them yourselves.

Cultural Awareness and Sensitivity

Leaders and Co-Leaders need to be sensitive to cultures and family traditions different from your own. These differences may affect the degree of participation of children in activities and games. No pressure should be applied to children from other cultures and traditions to encourage participation and statements about other religions and cultures that reflect ignorance, bias or ridicule are not acceptable.

Counselling

Living Springs is about transformation. You are here to encourage, support and ensure the campers have a positive experience. In order to do this there may be times campers need some time to chat.

Here are some guidelines:

- Always counsel those of your own gender.
- Always counsel in sight of others.
- Never promise to keep secrets that you can't legally keep, try to discourage secrets.
- If the child reveals something that could put themselves or others at risk you must report it to the Team Director or Staff. Tell the child you will need to pass it on. You are not trained to deal with 'big situations' so don't try. If the child does disclose information that is of a serious nature, the number one rule is do not ask any further questions, go directly to
- If you're not comfortable with the conversation, or don't know the answer to something, seek support.
- Avoid Christian jargon.
- Be prepared to discuss differing views openly, and listen courteously and carefully.
- Do not pressurise the camper.
- Allow them to ask questions.
- Remember your training, what phrases and lessons do we use at Kids camp.

- Remember, peer pressure is powerful. Talk to campers as individuals so that they are not just following friends.
- Ask open-ended questions to avoid wrong assumptions.
- Ensure belief statements are either owned e.g. "I believe..." or grounded e.g. "The Bible says...."
- After talking, encourage campers to consider their choices and give them an obvious 'out' so that they do not feel pressured into a response.