

Scouts Australia's 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.

I WILL

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

Scouts Australia's Code of Conduct



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.

Declaration

You are required to acknowledge and accept that you will abide by the Code of Conduct every two years. We use the completion of the relevant element of your mandatory training to formally record your declaration.

When you complete the Code of Conduct on-Demand Learning module, you make the following declaration:

"I agree to abide by this Code of Conduct as a volunteer or during my employment with Scouts Australia. I understand that breaches of this Code of Conduct may lead to disciplinary action, including the potential for termination of my membership or employment with Scouts Australia. Also, I understand that breaches of this Code of Conduct may be referred to the relevant Child Protection/Enforcement agencies for further action."