



Child Protection Code of Conduct

All Hands and Hearts has a zero-tolerance approach to any child abuse or other intentional harm to a child.

As a representative of All Hands and Hearts, I commit to abide by the following code of conduct and maintain compliance with the All Hands and Hearts [Child Protection Policy](#).

It is my responsibility to:

- Protect children from harm via both my acts and omissions.
- Report any concerns about Child Protection.

I will **never**:

1. Undertake an action which could be considered abusive, or place children at risk of abuse, through my acts or omissions;
2. Remain in a situation where children are present and there are not a minimum of two or more adults present. In the event the second adult must leave you must secure the presence of a second adult or resituate the children in a safe location before departing.
3. Use physical force with a child;
4. Engage in any behavior which could be considered as sexually motivated with a child;
5. Exchange personal information with a child;
6. Arrange to meet with a child, outside of my assigned duties;

The following guidelines are offered in order to prevent representatives being placed in a position where they are made vulnerable to allegations of misconduct and to protect children from external threats:

1. Always follow the "Two-Adult Rule," wherein two or more adults supervise and are present for all activities where children are involved. The term adult refers to a staff member, volunteer, parent or other responsible adult affiliated with the base location.
2. Do not take any photos of children without the consent of a parent or guardian;
3. Do not post photos of children on social media;
4. Do not administer any First Aid intervention to a child.

Reporting Procedure:

1. Notify a member of Program Staff.
2. Log an incident in the All Hands and Hearts Incident Reporting system.
3. Contact our safeguarding lead by emailing: safeguarding@allhandsandhearts.org

I _____ understand the above and acknowledge that I will face disciplinary action if I fail to comply with this policy. _____