

# CHILDRENS & YOUTH MINISTRY COE

# AT A GLANCE

*Code of Ethics: At a Glance* has been designed for volunteers and as a useful quick reference for all childrens and youth ministry leaders. Any paid childrens and youth ministry leaders, and anyone with overall responsibility for a ministry programme, needs to be familiar with and trained in the full Code of Ethics.

## RELATIONSHIPS

### Whanaungatanga

#### 1 Your Primary Relationship Te Kawenga

**1** The leader's primary relationship is with the young person they engage with.

#### 2 Behaviour Covered by the Code Wehenga Tūmanako

**2** This Code covers any behaviour, whether connected to their work or personal time, when it relates to or affects a leaders practice.

#### 3 Your Conduct Ārahitanga

**3.1** Leaders will perform their work honestly and impartially, and avoid situations which might compromise their integrity.

**3.2** Leaders will avoid words and actions that could be misunderstood or cause offence.

**3.3** Leaders should avoid activities that would bring young people, fellow workers, their organisation, or ministry into disrepute.

#### 4 Being Transparent Puatatanga

**4.1** Leaders will be open, honest and accountable to young people.

**4.2** Where a program and/or organisation operates from a particular value basis, this will be clearly stated.

#### 5 Obtaining Informed Consent Whakaae Tika

**5.1** Leaders will fully inform young people (and their whānau, school or employer where appropriate) of the ministry they are offering and the nature of any proposed involvement, including any significant risk(s).

**5.2** A young person must be able to freely enter into a relationship with a leader and be able to cease their involvement with the leader and/or ministry when they decide to.

#### 6 Confidentiality Noho Matatapu

**6.1** The young person's ability to trust the leader to hold information in confidence is fundamental to the relationship.

**6.2** When it is clear that confidences might be shared, the leader will explain the boundaries of confidentiality.

**6.3** Limits to confidentiality, which may lead to disclosure, apply when: the young person or someone else is in danger; there is an emergency situation; it is required by legislation or the courts; the young person is incapable of consenting.

**6.4** When information is disclosed, the leader will endeavour to obtain the young person's permission, ideally working with the young person to do so. Leaders will comply with the Privacy Act 1993.

#### 7 Boundaries Āhua Tika

**7.1** Leaders will create and maintain culturally and age-appropriate physical, emotional, sexual and spiritual boundaries. Leaders have an ethical responsibility to hold each other accountable in this regard.

**7.2** The purpose of this is to ensure a safe space for all, build confidence in their role as a leader and avoid unhealthy, dependent relationships.

#### 8 Sexual Boundaries Manatū Tangata

**8.1** The relational nature of ministry makes it a high-risk practice. The safety and well-being of young people is paramount, both in the ministry environment and relationship.

**8.2** Leaders will be aware of compromising thoughts or situations and ensure that strategies are in place to help them deal safely with the situation.

**8.3** In the youth work setting, once the youth work relationship has finished, youth leaders will not enter into a romantic relationship with someone 16 years or over until the power relationship is determined to no longer influence personal decision making. This decision will be made in consultation with their support network, including supervision.

**8.4** Sexual acts between leaders and young people they connect with in their capacity as a leader are unethical and are illegal when the young person is under 16.

**8.5** Leaders will not engage in sexual harassment; nor will they tolerate sexual harassment of others (defined in the Human Rights Act 1993).

#### 9 Knowing Your Limits Noatanga

**9.1** The leader's relationship has limitations. Leaders have a responsibility to be conscious of the limits of their role, skills and competencies, and must carefully consider whether they can take on particular roles or tasks.

**9.2** In situations beyond their role and/or skill-base, leaders will refer to and/or seek assistance from networks available in the wider community.

#### 10 Personal Agendas Utu Painga

**10.1** Leaders will not abuse their ministry relationships for personal, professional, political or financial gain.

**10.2** While leaders may agree or disagree with others' beliefs, values, priorities and behaviour, they will treat all people with respect and dignity.

**10.3** Leaders will not abuse their position in order to manipulate young people to their political, religious, ethnic or cultural beliefs, or to specific communities.

#### 11 Exchanges between Young People and Youth Workers Āhua Kōrero, Āhua Taonga

**11** Any exchanges between young people and leaders will be transparent and handled with sensitivity (acknowledging gifts/koha usually have emotional and/or cultural significance).

#### 12 Diversity & Cultural Safety Āhua me te Oranga

**12.1** The ministry relationship is one of mutual respect.

**12.2** Leaders will understand that all aspects of young people's lives are influenced by the values of the cultural contexts they belong to. A young person's cultural context can be centred around: geographical community; identity/whakapapa; and/or community of interest.

**12.3** Leaders are encouraged to reflect on and seek to understand their own cultural contexts and those of the young people they work with, and to be aware of how those relate to each other.

**12.4** Leaders will create an environment that allows young people to safely express and explore their cultural identity.

**12.5** Leaders acknowledge and will challenge the attitudes, beliefs, policies and practices that act as barriers to safe ministry and undermine young people.

## ENVIRONMENT Te Ao Rangatahi

### 13 Rights and Responsibilities Ōu Tikanga

**13** Leaders acknowledge the provisions of Te Tiriti o Waitangi and the various Conventions and legislation protecting the rights of young people. Leaders will not unlawfully discriminate against young people for any reason.

### 14 Safe Practice Ngā Mahi Oralt

**14** It is a leader's responsibility to maintain the safety of young people in any service, programme, event or activity provided.

### 15 Agents of Change Kawenga

**15.1** Leaders will recognise the impact of social, political, economic and cultural structures on young people and seek to remove barriers that restrict life opportunities for young people.

**15.2** Ministry is not limited to facilitating change within the individual young person, but extends to the social context in which the young person lives.

## NETWORKING Hononga

### 23 Key Connections Papakāinga

**23.1** Leaders will endeavour to relate to, create, strengthen and maintain young people's connections to their key social environments, these being their whānau, peers, school/ workplace and community.

**23.2** Leaders will recognise and honour the importance of the relationship with whakapapa through whānau, marae, hapū and iwi when working with Tangata Whenua.

### 24 Working Collaboratively Tautauamoa

**24.1** Leaders will respect and co-operate with other professionals and/or other significant people involved in the young person's life to secure the best possible outcomes for the young people they engage with. There may be issues of confidentiality to take into account.

**24.2** Leaders will relate to others in the community with integrity, respect, courtesy, openness and honesty.

**24.3** Leaders will network and build relationships with other leaders in order to gain collegial support and to share experiences, skills and knowledge.

## STRENGTHS-BASED Hakamanatia Ngā Uara Rangatahi

### 16 Working Holistically Hakapakaritanga

**16** Leaders will support the healthy development of young people, helping them to identify and develop their strengths, encouraging them to reach their full potential.

### 17 Working Positively Āhua Pononga

**17.1** Young people are an integral part of our society. Leaders seek to have this acknowledged and valued by society as a whole.

**17.2** Leaders do not see young people as problems to be solved, and will avoid labeling young people negatively.

### 18 Looking After Yourself Tiakitanga

**18** Leaders and their organisations must take responsibility for the leader's overall well-being.

### 25 Understanding Aotearoa New Zealand Māramatia Aotearoa

**25.1** Leaders will take personal responsibility to participate in ongoing training on Te Tiriti o Waitangi, Te Reo me ona Tikanga Māori, and apply this learning where appropriate.

**25.2** Leaders will acknowledge our shared histories and past and present power relationships between different groups of people in Aotearoa New Zealand.

**25.3** Leaders will acknowledge there is a unique relationship between Tikanga Māori and good youth development practice in Aotearoa New Zealand - and will recognise the important role this relationship can play in nation-building.

**25.4** Leaders will acknowledge the importance of whakapapa and will explore their own cultural heritage.

**25.5** Leaders have an obligation to acquire legal knowledge, including Acts of Parliament, public policies and strategies that impact on young people.

### 19 Supervision Whakahaeretanga

**19** Ministry leaders will actively participate in regular meetings (such as individual, group, tandem, peer, or team supervision) with skilled supervisors within the organisation and/or external to it.

### 20 Personal Awareness Matatau

**20.1** Leaders will be aware of any physical or personal circumstances that may affect their ability to work safely and effectively.

**20.2** Leaders will approach differences in others with respect.

**20.3** Leaders will understand and reflect on the impact that their own culture, values, attitudes and beliefs have on young people. Where there is a conflict, a leader may refer the young person to a more appropriate support person, however the relationship with the young person should be maintained during this process.

### 26 Training and Professional Development Mana Akoranga

**26.1** Leaders will make it a priority to participate in informal and formal training to support and improve their practice.

**26.2** Leaders will have knowledge and understanding of this Code of Ethics and how it applies to their work.

## PARTICIPATION Urunga

### 21 Personal Determination Hiringa

**21.1** Leaders will support Tangata Whenua communities to care for rangatahi.

**21.2** Leaders, with the involvement of appropriate others in the young person's community, will work in ways that encourage and enable young people to identify their own strategies to deal with challenges and the direction of their lives.

**21.3** If a young person lacks capacity, or is otherwise unable to act with self-determination, there is a responsibility to protect the young person's rights and welfare.

### 22 Empowerment Hakamanatia

**22.1** Leaders will seek to empower young people, ensuring they have a greater say in decisions that affect them and the world around them.

**22.2** Leaders will use their experience and skills to ensure young people are equipped to make positive choices.

## R E S P : N D

### Relationships

"How can we strengthen the relationship we have with this child or young person?"

### Environment

"How do our beliefs, values, socioeconomic and political contexts etc. influence and inform our ministry?"

### Strengths-based

"How can we utilise and develop this child or young person's strengths?"

### Participation

"How can we encourage this person to be actively involved in shaping and contributing to the ministry they are involved in?"

### Networking

"Who are the other people and organisations this person needs in their life to succeed?"

### Data

"What information do we need to help us make the best decisions and actions possible for the people we serve?"