



CODE OF CONDUCT FOR THE PROTECTION OF THE CHILD

I have received and read the Al-Rayan International School's Code of Conduct for the Protection of the Child:

_____ (PRINT NAME)

_____ (SIGNATURE)

_____ (DATE)



Code of Conduct for the Protection of the Child

Introduction

ARIS's capacity to ensure the protection of and assistance to the children that we work with depends on the ability of its staff to uphold and promote the highest standards of ethical and professional conduct. We, the staff members of ARIS, are personally and collectively responsible for maintaining these standards. Senior management staff have particular responsibility to uphold these standards, to set a good example, and to create a working environment that supports and empowers staff.

It is recognised that ARIS's work often puts its staff in positions of power in relation to the children that we work with. Staff have an obligation not to abuse this power.

The Code of Conduct is intended to serve as an illustrative guide for staff to make ethical decisions in their professional lives, and at times in their private lives.

While acknowledging that local laws and customs may differ from one country to another, the Code of Conduct is based on international legal standards.

The Code of Conduct applies to all ARIS staff members, who are required to sign it. Any breach of the Code will be seen as a matter of serious concern and may result in disciplinary action or dismissal, in accordance with ARIS's disciplinary procedures. Consultants, volunteers and interns will also receive the code and be requested to confirm that they will uphold its standards.

All ARIS staff are responsible for encouraging, advocating and promoting the dissemination of the Code of Conduct. They also have a role in implementing, monitoring and enforcing its standards. Staff are also urged to encourage parents and partners to adhere to these standards and to join ARIS staff in upholding them.

As a staff member of ARIS, I solemnly commit myself to:

- 1. Treat all children fairly, and with respect and dignity, regardless of race, color, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.**

I will always seek to care for and protect the rights of children, and act in a manner that ensures that their best interests shall be the paramount consideration.

- 2. Uphold the integrity of ARIS, by ensuring that my personal and professional conduct is, and is seen to be, of the highest standard.**

Child Protection Policy: Code of Conduct

I will demonstrate integrity, truthfulness, dedication and honesty in my actions. I will be patient, respectful and courteous to all persons with whom I deal in any capacity, including children.

I recognise that my personal conduct will reflect on ARIS's reputation and may impact on community perceptions, therefore I will refrain from inappropriate behaviour that may be compromising or detrimental to ARIS.

3. Safeguard and make responsible use of the information and resources to which I have access by reason of my employment with ARIS.

I will exercise due care in all matters of official business, and not divulge any confidential information about a child and other work related matters, in accordance with the staff regulations and rules and current guidelines.

I will protect, manage and utilise ARIS human, financial and material resources appropriately. I will never use ARIS resources to exploit or harass children or access child pornography. Before photographing or filming a child for work related purposes I will:

- assess and endeavour to comply with local traditions or restrictions for reproducing personal images.
- obtain consent from the child or parent or guardian of the child. As part of this, I must explain how the photograph or film will be used.
- ensure that photographs, films, videos and DVDs present children in a dignified and respectful manner and not as vulnerable or submissive.
- ensure that children are adequately clothed and not in poses that could be seen as sexually suggestive.
- ensure that images are honest representations of the context and the facts.
- ensure that file labels do not reveal personal, identifying information about children that will enable outsiders to contact them.

4. Prevent, oppose and combat all exploitation and abuse of the child.

I undertake not to abuse the power and influence that I have by virtue of my position over the life and wellbeing of a child.

I will report to senior management any child abuse by an ARIS staff member, consultant, volunteer, intern or parent.

I will not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.

I will never request any service or favour from a child in return for protection or assistance.

I will never engage in any exploitative relationships: sexual, emotional, financial or employment-related, with a child.

Child Protection Policy: Code of Conduct

I will not employ children inappropriately, given their age or developmental stage, which may interfere with their time available for education and recreational activities, or which places them at significant risk of injury.

I will not invite unaccompanied children into my home, unless they are at immediate risk of injury or in physical danger.

I will not sleep close to children unless absolutely necessary, in which case I must obtain my supervisor's permission and ensure that another adult is present if possible.

I will refrain from physical punishment or discipline of children.

5. Refrain from any involvement in criminal or unethical activities that contravene human rights, or activities that compromise the image and interests of ARIS.

I will neither support nor take part in any form of illegal, exploitative or abusive activities, including, for example, child labour, child pornography and trafficking of human beings and commodities.

I will not engage children in any form of sexual activity or acts, including paying for sexual services or acts. This is regardless of the local age of consent, i.e., the local or national laws of the country in which I work.