



MCSL Code of Conduct - for Child Protection

You should NEVER

- Physically assault children or act in ways that may place a child at risk of abuse or allow others or yourself to behave physically in a manner which is inappropriate or sexually provocative towards a child.
- Develop inappropriate physical/sexual/emotional relationships with children which could in any way be deemed exploitative or abusive.
- Use language, make suggestions, or offer advice which is inappropriate, abusive, or sexually suggestive.
- Forcibly keep a child/children with whom they are working overnight at their home alone or forcibly sleep in the same room or bed with a child with whom they are working- without the expressed consent of the child.
- Act or speak in ways that shame, humiliate, degrade children or harass or intimidate a child because of his/her physical or social status.
- Discriminate against, show differential treatment, or favour particular children to the exclusion of others.
- Allow children to swear or use sexualised language unchallenged
- Condone, or participate in, behavior of children which is illegal, unsafe or abusive.

You should ALWAYS

- Be aware of situations which may present potential risks to the safety of the children and make all efforts to minimize such risks.
- Always put the care, welfare and safety needs of a child first.
- Respect a child's right to be involved in making choices and decisions which directly affect them and ensure a culture of openness exist so that their issues and concerns could be raised and discussed.
- Respect a child's right to privacy and personal space.
- Respond sensitively to children who seem anxious about participating in certain activities.
- Be aware of the vulnerability of some groups of children to being isolated and hurt (for example, children with disabilities and learning difficulties)
- Ensure that when you are working with children you are at least within sight or hearing of other adults.
- Listen carefully to any child who 'tells you' (sometimes through drawings and behaviour as well as words) that they are being harmed and report what you have discovered immediately.
- Report any suspicion that a child could be at risk of harm or abuse immediately, while regularly talking to the children about their contact with outsiders and encourage them to share their concerns.
- Ensure that a sense of accountability exists between staff/volunteers so that potentially abusive behavior does not go unchallenged.



Child Protection POLICY STATEMENT



THE METHODIST CHURCH SRI LANKA (MCSL) is fully committed to safeguarding the welfare of all children and pledges to take care of and protect all children who receive care in their churches, Sunday Schools, and institutions such as nurseries, early childhood development centers and residential child care centers. These includes children who are differently abled, at risk and in vulnerable situations

It fully recognizes its responsibility to take every reasonable step to promote safe practice and to protect children from harm, abuse and exploitation. All staff and volunteers serving the Methodist church will endeavor to develop an ethos which embraces difference and diversity, while respecting the rights of all children. They will strive to create a safe and conducive environment for all the children they work with.

The Bible Basics

The Kingdom of God belongs to children and they are a part of God's creation, created in God's own image. We have been exhorted by our Lord Jesus Christ not to hinder children and cautioned that being a hindrance to them will have divine retribution (Mt 18.6). Children are exemplified as the model for those entering the kingdom of God and the scriptures exhorts that due protection and care should be extended to all children (Eph 6:4, Mk 10:13-16)

MCSL upholds that :

- All children have a right to a happy, healthy and a secure environment to grow up in.
- All children have the right to education.
- All children, regardless of their age, culture, disability, gender, language, racial or ethnic origin, religious beliefs etc, are equal, and have a right to be protected from any form of abuse.
- Child abuse is never acceptable.
- A child is defined as a person under the age of 18 years as per the UN convention on the rights of the child, and we uphold the principals contained in article 3 and 19 of the same.



Therefore MCSL endeavors to abide by the following procedures

- Develop guidelines and code of conduct in relation to child protection procedures, which will be signed by all staff at their recruitment.
- Ensure that all workers understand their biblical, legal and moral obligation to protect all children under their care from harm, abuse and exploitation.
- Ensure that staff work in an open environment and encourage open communication to report concerns about a child, or a worker's undue conduct towards a child, to the relevant authorities

- Ensure that balanced relationships based on mutual trust is encouraged among staff which will provide role models for the children.
- Ensure while management should be willing to listen to suggestions, make changes and look at situations objectively with all concerned, that all suspicions and allegations of abuse by workers are taken seriously and responded to swiftly and appropriately, and that all procedures relating to such conduct of workers are implemented in a consistent and equitable manner.
- Provide opportunities for all workers to develop their skills and knowledge and ensure that they keep up-to-date with national and international developments in relation to the care and protection of children.
- Ensure that all workers know and abide by the standards and procedures detailed in the Code of Conduct for the child protection, of the MCSL.

Responding to allegations or suspicions

It is not the responsibility of anyone working in MCSL in a paid or unpaid capacity, to decide whether or not child abuse has taken place. However, they each have responsibility to report any such concerns to the appropriate authorities without delay. Such concerns will be dealt with swiftly by the appropriate authorities.

MCSL assures all staff/volunteers that it will fully support and protect anyone, who in good faith, reports his/her concern that a colleague is, or may be, abusing a child.