



W A R R A M B U I

## Guidelines for Camp Leaders, Teachers and Parents / Guardians

Warrambui is committed to creating an environment where all its community can enjoy participation in our activities, events or programs without experiencing abusive, insulting, threatening or other anti-social behaviour.

We call on all camp leaders, teachers and parents/guardians (and other guests) associated with your stay at Warrambui to:

- observe our organisation's guidelines for camp leaders, teachers and parents/carers;
- when necessary, politely and respectfully remind others of their obligations under these guidelines; and
- in the event of serious or ongoing breaches of these guidelines by another person, to report the matter to a Warrambui staff member so that appropriate action can be taken.

Your and other children and young people's participation, enjoyment and safety while at Warrambui are our primary consideration. As camp leaders, teachers, and/or parents/guardians your role is to support these outcomes by:

- encouraging each child's participation in a positive manner;
- never mocking or insulting participants when they make a mistake or do not complete a program activity well;
- advising the Warrambui Duty Manager, or Program Leader of any additional support that a child in your care may have or develops over the course of their stay, to assist in the safe participation of the program e.g. asthma, allergies, hearing difficulties;
- advising the Duty Manager of any changes in Camp Leadership, or contact information in case of an emergency;
- not engaging in behaviour that discriminates against any other person on the basis of gender, race, ability, colour, religion, language, politics or national or ethnic origin;
- not engaging in, or threatening to engage in, violent, physical or verbal confrontations with any other person;
- engaging with Warrambui personnel in a positive manner and not criticising the personnel in the presence of any child. Report any concerns to the Duty Manager (or Centre Director);
- ensuring each child in your care has adequate supervision at all times while at Warrambui;
- not taking photos of children unless you have consent of their parents/guardians/teachers;

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- not being affected by alcohol, drugs and other behaviour altering substances;
- not requesting contact with staff outside of Warrambui activities and programs (note exceptions apply for members of our Lutheran community in certain circumstances, contact us for further information if required) ;
- not requesting personnel to provide any other support or service outside the boundaries of Warrambui's activities and programs; e.g. do not ask for babysitting, to borrow money, lifts home for your child
- following any directions of Warrambui personnel, including any request to modify your behaviour or to leave the area following a breach of these guidelines.
- report any concerns regarding the safety, wellbeing and welfare of a child or young person to a staff member immediately