

Baby Wearers Western Australia Incorporated Code of Ethics

Preface

Baby Wearers Western Australia Incorporated (BWVA Inc.) is a not-for-profit incorporated association dedicated to education, promotion and facilitation of babywearing in the wider community. BWVA Inc. supports multiple chapters across Western Australia that meet regularly to educate persons/carers in safe babywearing practices and to facilitate their baby wearing journey.

BWVA Inc. respects Aboriginal and Torres Strait Islander people and their cultures and acknowledges the past, present and future Traditional Owners of the land on which we meet.

Purpose

The Code of Ethics has been designed to provide guidance for and to protect the Association, its Committee, Community Leaders, financial members and spokespersons as individuals. It is expected that all representatives of BWVA Inc. will adhere to the following Code of Ethics whilst carrying out the business of the Association. This includes, but is not limited to, the presiding Committee, Community Leaders and volunteers, vendors and baby wearing educators. Failure to comply with the Code may lead to removal from any and all positions held within BWVA Inc. in accordance with the rules set forth in the Constitution.

This is an evolving document which may be updated by the presiding Committee as deemed necessary.

Mission

To inclusively educate, facilitate and promote babywearing in the community.

Vision

To build and leverage a diverse and inclusive Committee and wider babywearing community. BWVA Inc. is committed to building a culture of inclusion where all individuals are respected and treated fairly. The Association will ensure that diversity and inclusion initiatives are actioned consistently.

To plan, design and deliver culturally responsive services that encourage participation and demonstrate that the Association recognises the value of a multicultural society.

To increase social participation and engagement by building community and encouraging a greater voice.

To support strong and diverse communities by promoting respect and a sense of belonging for everybody.

Objectives

The Code of Ethics determines the manner in which BWWA Inc. representatives conduct themselves whilst performing the functions pertaining to the Association.

The principle objectives for which the Association is established are:

- a. To encourage and to give confidence and moral support to parents and carers who wish to wear their children;
- b. To create in parents and carers an interest in babywearing as an aid to caring for children, thus encouraging close and happy relationships;
- c. To create an awareness in the community of the importance of babywearing and nurturing, and of the need for community support for the baby-wearer and the child;
- d. To encourage carer-to-carer contact, particularly through babywearing meets, group activities and online discussion groups;
- e. To make available the experience of babywearing parents and carers, and the results of research to members of the Association and to other interested persons and organisations;
- f. To cooperate with medical and allied health professionals, public health and education authorities and governments;
- g. To provide public relations and community education, including antenatal, parental and school education;
- h. To promote, establish, superintend, conduct, control and assist within Western Australian regions, groups, committees and other forms of organisation and administration in relation to babywearing;
- i. To liaise and exchange with interested individuals and organisations within Australia and overseas;
- j. To collect, publish and disseminate best practice information and provide resource facilities in relation to baby- and child-wearing and nurturing.

CODE OF ETHICS

1. *Within the Association*

- 1.1. The duties and obligations as provided by the Constitution and as laid down by the Committee are to be complied with by all representatives and financial members of BWWA Inc.. The objectives as laid down in the Constitution and the Code of Ethics are to be upheld.
- 1.2. Duties, obligations and objectives are to be carried out loyally, in a voluntary capacity and in a spirit of cooperation with the Association as a whole.
- 1.3. Persons holding a position of responsibility are to encourage each person working with them to feel a useful and necessary part of the Association.
- 1.4. Representatives of BWWA Inc. are to ensure that they maintain respectful, open, and honest communication and contact with each other, with the Committee, and with the wider community.
- 1.5. Confidential and copyright material is to be kept safely and used appropriately.
- 1.6. The property and income of the Association shall be applied solely towards the promotion of the objectives of the Association and no part of that property or income may be paid or otherwise distributed, directly or indirectly, to members, except in good faith in the promotion of those objectives.
- 1.7. In cases where payment is given for BWWA Inc. services rendered (for example lecture, seminar or class) any such payment is the property of the Association.
- 1.8. Where BWWA Inc. makes available publications and other goods for resale or hire, no member is to make a personal profit from that resale or hire and:
 - 1.8.i. rates for membership are set by the Committee from time to time;
 - 1.8.ii. basic hiring rates are set by the Committee from time to time.
- 1.9. Persons entrusted with money belonging to the Association are legally responsible for it and are to ensure that proper financial records are kept. All financial and legal reporting deadlines must be met by the overseeing Committee prior to the Annual General Meeting and therefore any potential change in Committee.
- 1.10. No BWWA Inc. meeting or mailing list, or any other aspect of BWWA Inc. shall be used to promote the sale of goods or services by any person or organisation other than the Association without the permission of the Committee.
- 1.11. No BWWA Inc. meeting, nor any other aspect of BWWA Inc. is to be used for the sale or promotion of goods or services unless benefit to BWWA Inc. is the primary consideration.
- 1.12. No BWWA Inc. meeting shall be used for the promotion of political, religious, racial or other causes; nor shall political, religious or racial views



- be expressed in BWWA Inc. written matter, or when representing the Association in public.
- 1.13. Unless specific other arrangements are made by the Committee, copyright in any material dealing in whole or in part with babywearing (which is written or otherwise recorded by a representative on behalf of or for the use of the Association , during or after their term of office), is and remains the property of BWWA Inc. and is also subject to normal copyright laws.
 - 1.14. Representatives of BWWA Inc. when giving an interview, speaking in public or at a private meeting, or writing material for publication in which a personal opinion is expressed on matters related to baby wearing or any other aspect of parenting, are to clearly state that the opinions expressed are not necessarily the opinions of the Association.
 - 1.15. BWWA Inc. will act promptly to rectify the subject of any complaint which is found to be substantiated.
 - 1.16. BWWA Inc. services shall be available to everyone who is entitled to them, and shall be free from any form of discrimination, irrespective of a person's country of birth, culture, language, race, religion, sexual orientation, gender identity or marital status.
 - 1.17. BWWA Inc. services shall be developed and delivered on the basis of fair treatment of any persons who are eligible to receive them within the limits of its resources.
 - 1.18. All members of the BWWA Inc. community must act within the limitations of the presiding insurance policy. A copy of the current policy can be obtained from the Committee upon request.

2. *With the Carer*

- 2.1. A personal and friendly carer-to-carer approach is the very essence of BWWA Inc.
- 2.2. Each Community Leader, financial member and meet attendee (client) is to be encouraged to feel a useful and necessary part of the Association.
- 2.3. BWWA Inc. recognises the importance of skilled and loving care of children, and the dependence of the young child on their carers in the early formative years, but considers the decision of whether or not to work outside the home as one for each individual carer to make within the context of their own family.
- 2.4. Community Leaders do not advise carers, but may offer suggestions on a carer-to-carer basis.
- 2.5. Community Leaders do not give medical advice. Any carer needing medical advice is to be referred to their doctor, child health nurse or other appropriate health professional or organisation.
- 2.6. When a carer seeks help and advises that they have received advice from their doctor, child health nurse or other health care provider, which differs from BWWA Inc. policy or practice, the carer is to be provided with



- information that allows them to consider all possibilities and decide on the best course of action for themselves and the child in their care.
- 2.7. Where a carer is unhappy because they have not or cannot wear their child, Community Leaders can offer support and encourage carers to be aware of the importance of skilled and loving care of children in all its aspects, of which baby wearing is just one.
 - 2.8. Names, addresses and personal information relating to a carer who has received baby-wearing assistance from BWWA Inc. are strictly confidential, and are not to be given to any person, save with the consent of that carer, or in exceptional circumstances with the consent of an executive member of the overseeing Committee. BWWA Inc. adheres to the National Privacy Principles.
 - 2.9. Personal attitudes toward such matters as politics, religion, nationality, race, social standing, sexual orientation, gender identity or marital status shall not influence dealings with any carer.
 - 2.10. Community Leaders are to continue to strive for greater knowledge, skill and understanding in their role of leadership and in the discharge of their duties.
 - 2.11. Community Leaders are required to hold a current Working With Children Check and to provide their current card number to BWWA Inc.
 - 2.12. The BWWA Inc. Committee endeavour to support Community Leaders in providing babywearing meets within their local area. This includes, but is not limited to;
 - 2.12.i. providing a varied Library of carriers to each babywearing meet wherever possible,
 - 2.12.ii. applying for local government and organisation grants to aid in the provision of baby-wearing meets at safe and comfortable public locations,
 - 2.12.iii. providing training and support to members of the BWWA Inc. community who would like to step into a community leadership position.
 - 2.13. The Association's fund of knowledge of the art and science of babywearing is continually growing, both from research and from personal experience. Committee members and Community Leaders are to ensure that their own knowledge of theory and practice is kept up-to-date. This will be facilitated wherever possible by the Committee.
 - 2.14. BWWA Inc. Libraries are to be used solely for the purpose of facilitating formal BWWA Inc. baby-wearing meet events as planned by the Community Leaders in association with the Committee. All meets and carrier demonstrations utilising and lending items from the BWWA Inc. Libraries shall be hosted in publicly accessible venues (for example parks, libraries, community centres and local government family events).
 - 2.15. Community Leaders shall not host private demonstrations whilst acting on behalf of BWWA Inc. in their own private residence or that of another



- person, regardless of whether that person is a financial member of the Association or not. Exceptions to this may be made at the discretion of the presiding Committee, which needs to be approved in writing. Failure to comply with this negates all insurance coverage provided by BWWA Inc.
- 2.16. Community Leaders in possession of a BWWA Inc. Library suitcase are responsible for maintaining complete and accurate documentation regarding library loans, returns and condition of library items. Any discrepancy discovered at the time of annual stocktake is the responsibility of the Community Leader in charge of that Library suitcase. The Community Leader is responsible for the follow up on missing or damaged carriers or incomplete documentation. Direct communication with the BWWA Inc. Library Coordinator should be maintained and all discrepancies must be reported immediately.
 - 2.17. BWWA Inc. Libraries and all items related to them are to remain in the possession of the responsible Community Leader unless officially loaned to a financial member of the Association. All loans are to be accurately transacted through the digital database library system SeTLS where the member's full contact details are recorded as well as their agreement to the *BWWA Inc. Library Terms and Conditions* policy. This document can be found in the footer of the BWWA Inc website.
 - 2.18. Community Leaders shall only loan baby/toddler carriers and accessories (library items) that are owned by BWWA Inc. Community Leaders must recognise that loaning their own personal carriers is not acceptable as it contravenes the incentive behind hosting baby-wearing meets and offering formal membership to the Association.. In addition, loaning of personal carriers is not covered by the BWWA Inc. insurance policy and transfers all loss and liability to the owner of that carrier.
 - 2.19. The *BWWA Inc. Library Terms and Conditions* policy is subject to change at the discretion of the Committee.
 - 2.20. Community Leaders are required to maintain financial membership of the Association throughout their period of service. Should financial difficulties preclude this, it is expected that the affected Community Leader will contact the presiding BWWA Inc. Committee via email to discuss their options prior to their membership lapsing.
 - 2.21. If a Community Leader is found to contravene the Code of Ethics they will be dealt with at the discretion of the Committee. Failure to comply with the Code may lead to removal from any and all positions held within the Association, in accordance with the rules set forth in the Constitution.

3. With the community

- 3.1. Representatives of BWWA Inc. are to cooperate with local doctors, hospitals, child health nurses and other health care providers, establish and maintain positive relationships and encourage exchange of knowledge.



- Carers are to be encouraged to visit their relevant health care provider to discuss any medical concerns related to baby-wearing.
- 3.2. Discussion of particular doctors, hospitals, nurses, health care providers or health centres is to be discouraged, either at baby-wearing meet events, online, or in conversations.
 - 3.3. A positive and constructive approach is to be taken towards all establishments including those that directly or indirectly do not encourage babywearing.
 - 3.4. Communication through digital platforms such as social media, email and live chat must be respectful and professional at all times.

Approved by
Baby Wearers Western Australia Incorporated Committee
April 2023

Chairperson

Vice-Chairperson

Apr 21 2023

Revision History

Revision	Date	Description of modifications
	24-Nov-22	Spelling and grammar corrections. Correction of itemised numbering at section 2. Amendment of loan procedure with regard to use of SeTLS (point 2.16)
	20-Mar-23	Inclusion of WWCC requirement at 2.11 Submitted for review
V1.1	20-Apr-23	Approved