



Code of Behaviour

for Adults Working with Children & Young People

A code of behaviour is a clear and concise guide to what is and what is not acceptable behaviour and practice when working with children/young people. It is an essential part of the safeguarding procedures of any Church body that has ministry with children/young people. Adults working with children/young people have a duty of care to them. A key aspect of any code of behaviour is the creation of an environment where it is safe for children/young people to ask questions and express their concerns, confident in the knowledge that what they say will be heard, taken seriously and acted upon.

It is important for all personnel to:

- Treat all children/young people with respect and dignity.
- Treat all children/young people equally.
- Model positive and appropriate behaviour to all children/young people they come into contact with.
- Be aware of the Church's child protection and child safeguarding policy.
- Challenge and report abusive and potentially abusive behaviour.
- Develop a culture of openness, honesty and safety.
- Develop a culture where children/young people have permission to tell and to talk about any concerns or worries that they may have.
- Respect each child's boundaries and support them to develop their own understanding and sense of their rights.
- Be aware of their responsibility for the safety of all children/young people in their care.
- Work in open environments.
- Help children/young people to know what they can do if they have a problem.
- Follow correct procedures on the appropriate use of technology (see Section 1.16 below).

Adults must never:

- Hit or otherwise physically assault or abuse children/young people.
- Develop sexual relationships with children/young people.
- Develop relationships with children/young people that could in any way be deemed exploitative or abusive.
- Act in any way that may be abusive or may place a child at risk of abuse.
- Use language, make suggestions or offer advice that is inappropriate, offensive or abusive.
- Do things for a child of a personal nature that they can do themselves.
- Condone or participate in behaviour that is illegal, unsafe or abusive.
- Act in any way that is intended to intimidate, shame, humiliate, belittle or degrade.
- Engage in discriminatory behaviour or language in relation to race, culture, age, gender, disability, religion, sexual orientation or political views.
- Consume alcohol, tobacco or illegal drugs while having responsibility for or in the presence of children/young people.

In general, it is best practice not to:

- Be alone with a child/children.
- Take a child/children to your own home/any area where they will be alone with you.
- Involve children in one-to-one contact.