

CODE OF BEHAVIOUR

When working with children and/or vulnerable adults it is important for all personnel to:

- Treat all children/vulnerable adults with respect and dignity.
- Treat all children/vulnerable adults equally.
- Model positive, appropriate behaviour to all children/vulnerable adults we come into contact with.
- Be aware of the Church's child and adult safeguarding policies.
- Challenge and report abusive and potentially abusive behaviour.
- Develop a culture of openness, honesty and safety.
- Develop a culture where children/vulnerable adults have permission to tell and to talk about any concerns or worries that they may have.
- Respect each child's/vulnerable adult'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/vulnerable adults in their care.
- Work in open environments.
- Help children/vulnerable adults to know what they can do if they have a problem.

Adults/Volunteers must never:

- Hit or otherwise physically assault or abuse children/vulnerable adults.
- Develop sexual relationships with children/vulnerable adults.
- Develop relationships with children/vulnerable adults that could in any way be deemed exploitative or abusive.
- Act in any way that may be abusive or may place a children/vulnerable adult at risk of abuse.
- Use language, make suggestions or offer advice that is inappropriate, offensive or abusive.
- Do things for a child/vulnerable adult 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/vulnerable adults.

In general, it is inappropriate to:

- Take children/vulnerable adults away or to your own home, especially where they will be alone with you.
- Involve children/vulnerable adults in one-to-one contact; activities should usually be supervised by **at least two adults** and should also include a gender mix where possible. However, there may be circumstances where this may not be possible:
 - i. In a **reactive** situation, for example when a child/vulnerable adult requests a one-to-one meeting with you without warning.
 - ii. Where you have concern for the welfare and safety of the child or vulnerable adult.