

Conduct of Conduct for those working with children and young people

Those working with children and young people will:

- Ensure that they understand the policies, procedures, systems, guidelines and risk assessments etc that are provided and that they are implemented
- Attend safeguarding training every 2 years
- Work in a transparent and responsible manner that ensures that they are accountable to the church leaders and that they are open to discussion with and challenge from parents
- Ensure that their conduct embraces their responsibility for the safety of the children in their care
- Maintain a state of vigilance to identify and report any safeguarding concerns, including concerns about adults who may pose a risk to children
- Refrain from any abuse of their power or authority as adults and leaders within the group
 - This includes developing personal relationships which compromise their position of trust
- Only take responsibility for children if they are physically and mentally fit and able to do so

All children should be treated

- With respect and dignity
- in an age appropriate way that recognises their developmental stage and ability, providing them appropriate levels of choice
- as individuals, respecting their views and wishes

Leaders should

- Promote and ensure appropriate behaviour towards one-another
- Ensure that appropriate professional boundaries are maintained
- Ensure that age appropriate boundaries are clearly explained and consistently implemented in accordance with this policy
- Ensure that any age appropriate physical contact is child led
- Refrain from physical play (e.g. Rough and tumble games that involve physical contact)
- Ensure that physical intervention is only used as a last resort to ensure the safety of an individual child or the group
- Refrain from any physical chastisement
- Refrain from making any social media connections with them
- not engage in any sexualised, aggressive, humiliating, demeaning or discriminatory (etc) language or behaviour
- Act with fairness and treat children equitably; avoiding discrimination or favouritism
- Seek to avoid any language or behaviour or adopting any attitude that could lead to misunderstanding