

ST. AUGUSTINE'S SCAYNES HILL

Behaviour Code for Adults Working with Children and Young People

This Code (itemized overleaf) outlines the expectations of the Parish of St. Augustine's for all those who work or volunteer with children. It reflects our desire to follow Jesus in all we do, reflecting his love to those we minister to. It follows from our determination to ensure that St. Augustine's is a place where children can not only be safe, but feel safe. And, it reflects our unwavering commitment to the highest possible standards of safeguarding practice.

Following this code will help to protect children from abuse and inappropriate behaviour. It will help them learn how safe adults behave around them. It will also help staff and volunteers maintain the standards of behaviour expected of them, and will reduce the possibility of unfounded allegations of abuse being made against them.

Upholding the Code

All members of staff and volunteers are expected to report breaches of this code under the parish whistleblowing procedure or the parish safeguarding policy.

Staff and volunteers who breach this code of behaviour may be subject to disciplinary procedures or asked to leave their role. Serious breaches may also result in a referral being made to a statutory agency such as the police and / or the local authority children's social services.

Be prepared for your colleagues to remind you should you forget any of the requirements for good practice and be prepared to advise colleagues in return

Responsibility of Staff and Volunteers

When working with children and young people for the Parish of St. Augustine's all staff and volunteers are acting in a position of trust. It is important that all staff and volunteers are aware that they may be seen as role models by children and young people, and by their parents. They therefore must act in an appropriate manner at all times.

CODE OF BEHAVIOUR

When working with children and young people, it is important to:

- Treat all children and young people with respect and dignity.
- Ensure that your own language, tone of voice and body language is respectful.
- Value the contribution of children and young people, and take their views seriously, actively involving them in planning activities wherever possible.
- Respect a young person's right to personal privacy.
- Always work within sight or hearing of another adult.
- Ensure another adult is informed if a child needs to be taken to the toilet; toilet breaks should be organised for young children.
- Ensure that children and young people know who they can talk to if they need to speak to someone about a personal concern.
- Administer any necessary First Aid with others around.
- Obtain consent for any photographs/videos to be taken, shown or displayed.
- Record, in writing, any concerning incidents and give the information to your group leader. Sign and date the record.
- Always share concerns about a child or the behaviour of another worker with your group leader and/or the parish safeguarding coordinator.
- Always maintain appropriate boundaries in working with children and young people
- Maintain a sign in and sign out system

When working with children and young people, you should not:

- Initiate physical contact
- Play rough physical games
- Act, speak, or conduct yourself in a sexually provocative or suggestive way, either directly towards children, or with other adults when you are with children, or engage in any sexual behaviour at all with children or young people. It is your responsibility to do everything you can do to avoid any hint of sexually inappropriate behaviour, language, or styles of relating with children or young people.
- Encourage children to behave in sexually provocative or suggestive ways with each other.
- Act in a way that can be perceived as threatening or intrusive.
- Use any form of physical punishment.
- Scapegoat, ridicule or reject a child, group or adult.
- Permit abuse peer activities, e.g. Initiation ceremonies, ridiculing or bullying.
- Show favouritism to any one child or group.
- Give lifts to children or young people on their own or on your own.
- Smoke tobacco in the presence of children.
- Drink alcohol when responsible for children or young people, or offer to give or buy them alcohol.
- Share sleeping accommodation with children or young people.
- Invite a child to your home alone.
- Arrange social occasions with children (other than family members or close family friends) outside organised group occasions.
- Allow unknown adults access to children. Visitors should always be accompanied by a known person.