

APPENDIX 3

CODE OF CONDUCT

Good practice with children and young people.

We will ensure that:

- at least two workers will conduct any children's / young peoples activity.
- as far as is possible a worker will not be alone with children where his/her activity cannot be seen for long periods of time or in any exclusive/private situations.
- in a counselling situation with a young person, where privacy and confidentiality are important, another worker must know that the interview is taking place and with whom, and the young person must have knowledge of their whereabouts.

The worker will:

- treat all children and young people with respect and dignity.
- be careful with speech, tone of voice, and body language.
- respect the privacy of children when they are using the toilet.
- avoid physically rough or sexually provocative games.
- refrain from any sexually suggestive comments, ridiculing, or rejection of a child or young person, even if in fun.
- avoid inappropriate and intrusive touching of any form, (exercise caution when comforting a child who is hurt or upset, particularly if of the opposite sex).
- avoid all situations where he/she is alone with a group exclusively of the opposite sex. A second worker of the same sex as the group must be present.
- learn to control and discipline children without using physical contact, or aggressive intimidating behaviour.
- make sure another adult is present if, for example, a young child has soiled his/her clothes and needs assistance with washing or a change of clothing.
- not encourage inappropriate attention seeking behaviour such as 'crushes'.
- not show favouritism to anyone.
- not invite a child or young person to his/her home alone.
- make sure parents know where their child is, and obtain written parental consent for non-routine events.
- refrain where possible from giving lifts to individual children. If this is unavoidable, ask them to sit in the rear of the car.
- ensure that all child passengers are safely returned to the destination agreed by the parents, and accompanied to the premises.
- adhere to motoring regulations e.g. speed limits, the wearing of seatbelts, and the passenger recommendations of the vehicle, etc.
- never take the attitude that 'it could never happen to me'.

Good practice amongst colleagues

If you see another worker acting in ways which might be misconstrued, be prepared to speak to them or to the leaders about your concerns. Leaders should encourage an atmosphere of mutual support and care which allows all workers to be comfortable enough to discuss inappropriate attitudes or behaviour (Matthew Ch 18 v 15 - 20).