Code of Behaviour

**It is important for all personnel to:**

 • Treat all children with respect and dignity;

• Treat all children equally;

• Model positive, appropriate behaviour to all children we 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 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 in their care;

 • Work in open environments;

• Help children to know what they can do if they have a problem.

 **Adults must never**:

 • Hit or otherwise physically assault or abuse children;

 • Develop sexual relationships with children;

• Develop relationships with children 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 inappropriate to:

 • Take children away or to your own home, especially where they will be alone with you;

 • Involve children in one-to-one contact; activities should usually be supervised by at least two adults. However, there may be two circumstances where this may occur:

1. In a reactive situation, for example when a young person requests a one-to-one meeting with you without warning, or where a young person has had to be removed from a group as part of a code of behaviour;
2. As part of a planned structured piece of work (for example one-to-one music tuition).