

 **Code of Behaviour for Adults**

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).