

# Guidance on Code of Behaviour for Adults Working with Children and Young People



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This guidance outlines the expected standards of behaviour for adults working with children and young people in Church settings. It aims to ensure safe, respectful, and appropriate conduct, forming a key part of the Church's safeguarding procedures. This guidance applies to all Church personnel and volunteers involved in ministry with children and young people. It must be signed by all individuals to confirm their understanding and commitment to follow the code from the commencement of their work.

## Principles

The policy is guided by the following principles:

- Respect and dignity for all children and young people.
- Clear understanding of acceptable and unacceptable behaviours.
- Involvement of children, young people, and parents/carers in shaping the code.
- Emphasis on the impact of adult behaviour over intent.
- Creation of a safe environment for children to express concerns.

## Sample Code of Behaviour for Adults

### All adults should:

- Treat all children with respect, dignity, and equality.
- Model positive, appropriate behaviour.
- Be aware of and follow the Church's safeguarding policies.

- Challenge and report abusive behaviour.
- Promote openness, honesty, and safety.
- Respect boundaries and support children's understanding of their rights.
- Work in open environments.
- Help children understand how to seek help.
- Report concerns to the Designated Liaison Person (DLP) or statutory services.

### Adults Must Never:

- Physically assault or abuse children.
- Develop sexual or exploitative relationships with children.
- Share inappropriate content with children.
- Engage in abusive, offensive, or exploitative behaviour.
- Perform personal tasks for children that they can do themselves.
- Supervise undressing (e.g., swimming).
- Condone illegal, unsafe, or abusive behaviour.
- Intimidate, shame, humiliate, or degrade children.
- Use discriminatory language or behaviour.
- Consume alcohol, tobacco, or drugs around children.

### Generally Inappropriate:

- Taking children to your home alone.
- One-to-one contact without supervision.

## One-to-One Contact Guidance (Reactive Situations)

Exceptions may apply in urgent or reactive situations, such as when a child requests a one-to-one meeting or needs to be removed from a group. Church personnel and volunteers must follow the guidance outlined below and document appropriately.

In reactive situations requiring one-to-one contact:

- Prefer open environments or rooms with visual access.
- Inform another adult and keep a record of the meeting.
- Avoid being alone with a child in a building.
- Ensure meetings are documented with names, dates, times, location, reason, and outcome.