

High Street Chapel Code of Conduct

Behaviour code for working with children, young people and adults at risk of harm

Purpose

This behaviour code outlines the conduct expected of all workers (staff and volunteers). The code of conduct aims to help protect adults at risk of harm, children and young people from abuse and inappropriate behaviour from those in positions of trust, and to reduce the risk of unfounded allegations of abuse being made.

The role of workers (staff and volunteers)

When working with children and young people or adults at risk of harm, you are acting in a position of trust for High Street Chapel (HSC). You will be seen as a role model and must act appropriately.

Good practice

- Treat everyone with dignity, respect and fairness, and have proper regard for individuals' interests, rights, safety and welfare
- Work in a responsible, transparent and accountable way
- Be prepared to challenge unacceptable behaviour or to be challenged
- Listen carefully to those you are supporting
- Avoid any behaviour that could be perceived as bullying, emotional abuse, harassment, physical abuse, spiritual abuse or sexual abuse (inappropriate physical contact such as rough play and inappropriate language or gestures)
- Seek advice from someone with greater experience, when necessary
- Where possible, work in an open environment; aim to avoid private or unobserved situations
- When supporting others in an official capacity from HSC (especially adults at risk of harm), maintain safe working practices (for example, home visits, giving lifts to appointments)
- Follow policies, procedures and guidelines and report all disclosures, concerns, allegations, and suspicions to the safeguarding co-ordinator
- Don't make inappropriate promises, particularly in relation to confidentiality. Do explain to the individual what you intend to do and don't delay taking action

Unacceptable behaviour

- Not reporting concerns or delaying reporting concerns
- Taking unnecessary risks
- Any behaviour that is or may be perceived as threatening or abusive in any way
- Passing on your personal and/or social media contact details and any contact in a way that breaches High Street Chapel's online safety/acceptable use of IT policy
- Developing inappropriate relationships
- Substance abuse or smoking whilst undertaking HSC duties
- Favouritism/exclusion – all people should be equally supported and encouraged

Breaching the Code of Conduct

If you have behaved inappropriately, you will be subject to disciplinary procedures (particularly in the case of paid staff where the line manager will consult the safeguarding coordinator as appropriate). Depending on the seriousness of the situation, you may be asked to leave High Street Chapel. We may also make a referral to statutory agencies such as the police and/or the local authority children's or adult's social care departments or DBS. If you become aware of a breach of this code, you should escalate your concerns to the safeguarding coordinator or line manager (in the case of a paid staff).

High Street Chapel Code of Conduct

Declaration

I agree to abide by the expectations outlined in this document and confirm that I have read the relevant policies and leaflets that assist my work with vulnerable groups.

- Safeguarding Policy
- Online Safety and Acceptable Use of ICT Policy
- Relevant risk assessments (ask your leader)

Name:

Signature:

Date: