

APPENDIX 10

Version 2



CODE OF CONDUCT FOR SAFE WORKING PRACTICE WITH CHILDREN AND YOUNG PEOPLE

Introduction

This document provides a guide for adults working in church about acceptable and desirable conduct to protect both adults and children. It is an Appendix to the Calvary Christian Fellowship Safeguarding Children Policy and should be read in conjunction with that policy.

This policy is based upon the DCSF document 'Guidance for Safe Working Practice for the Protection of Children and Staff in Education Settings'.

All church staff, leaders and volunteers (hereafter described as "Workers") working in church should know the name of the Safeguarding Co-ordinator and Deputy, be familiar with the church child protection policy and understand their responsibilities to safeguard and protect children, young people and vulnerable adults.

Safeguarding Children Co-ordinator:	Senior Pastor, Graham Hooke	01772 313438
Deputy Safeguarding Children Co-ordinator:	Associate Pastor, Paul Jackson	01772 620749

Basic Principles

- The child's welfare is paramount (Children Act 1989)
- All workers have a 'duty of care' to the children and young people.
- Workers are responsible for their own actions and behaviour and should avoid any conduct which would lead a reasonable person to question their motivation or intentions
- Adults working in church must work and be seen to work in an open and transparent way.
- Adults should discuss and/or take advice promptly from a church leader about any incident which could give rise for concern.
- This would include reporting infatuations by a young person for another worker, to ensure that such situations can be handled promptly and sensitively.
- A record should be kept of any such incident and of decisions made/further actions agreed.
- Workers should apply the same professional standards regardless of gender or sexuality
- Workers should be aware that breaches of the law and other guidelines could result in criminal or disciplinary action being taken against them.
- Workers should be fully committed to safeguarding the welfare of all children and young people by taking all reasonable steps to protect them from physical, sexual or emotional abuse.
- All adults should conduct themselves in a way that reflects the values of the church and meets the expected high professional standards.
- Our safer recruitment procedures will be followed for all appointments.

All staff, leaders and volunteers who have contact with children and young people at Calvary Christian Fellowship must:

- Be familiar with and work in accordance with the Safeguarding Children Policy.
- Provide a good example and a positive role model to children and young people.
- Behave in a mature, respectful, safe, fair and considered manner.
 - For example:
 - Not making sarcastic remarks or 'jokes' to children or young people that are personal, sexual, racist, discriminatory, intimidating or otherwise offensive.
 - Not embarrassing or humiliating students
- Not discriminate favourably or unfavourably towards any child or young person.
 - For example :
 - Treating all children/young people equally – never building 'special' relationships or conferring favour on particular children/young people
 - Not giving or receiving (other than token) gifts, unless arranged through the church.
- Ensure that relationships with children/young people remain on a professional footing.
 - For example :
 - Only touching children/young people for professional reasons when this is necessary and appropriate for their wellbeing or safety.
 - Not behaving in a way that could lead a reasonable observer to question conduct, intentions or suitability to care for other people's children.
- Not developing 'personal' or sexual relationships with children/young people.
 - Particular attention is drawn to the provisions of the Sexual Offences Act 2003 which creates a new criminal offence of abuse of a position of trust (when a person aged 18 or over is in a 'position of trust' with a person under 18 and engages in sexual activity with or in the presence of that child or causes or incites that child to engage in or watch sexual activity)