



Bessacarr Evangelical Church

Code of Conduct for working with children, young people and vulnerable adults

Purpose

Leading and serving in the church is a wonderful privilege and a great responsibility. Jesus places great value on every single person in his church from the youngest to the oldest, regardless of background, gender or ethnicity. As leaders and volunteers we want to honour the Lord Jesus in the way that we care for and serve everyone we come into contact with.

The following code of conduct lays out our expectations of one another.

It seeks to help protect children, young people and vulnerable adults from abuse and inappropriate behaviour from those in positions of trust, and 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 vulnerable adults, you are acting in a position of trust for **Bessacarr Evangelical Church (BEC)**. 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 (including inappropriate physical contact, language or gestures)
- Seek advice from someone with greater experience when necessary
- Work in an open environment – avoid private or unobserved situations.
- Follow policies, procedures and guidelines and report all disclosures, concerns, allegations, and suspicions to a Safeguarding Lead
- 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 that breaches **BEC's** social media recommendations (see Safeguarding Policy)
- Developing inappropriate relationships
- Smoking and consuming alcohol or illegal substances whilst engaged in BEC activity.
- 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 a Safeguarding Lead as appropriate). Depending on the seriousness of the situation, you may be asked to leave **BEC**. 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 a Safeguarding Lead or line manager (in the case of a paid staff member).

Declaration

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

Name:

Signature:

Date: