

CODE OF CONDUCT FOR WORKERS

This code of conduct has been drawn up for those working with children, young people and vulnerable adults in St Francis Community Church.

It is a privilege to hold a position of responsibility and this code of conduct provides workers with clear guidance on the types of practice that will meet the responsibilities held. As well as following the guidelines below, all workers are expected to understand and adhere to the St Francis Community Church Safeguarding Policy.

Workers with children, young people or vulnerable adults should:

1. Understand and follow the guidelines for the supervision of activities detailed in the church's Safeguarding Policy.
2. Be professional and maintain the highest standards of personal behaviour at all times.
3. Ensure your speech and conduct always endorses the church's teaching on matters of moral rightness and faith in God.
4. Recognise that a great deal of trust may be placed in you by the children/young people/vulnerable adults in your care and take your responsibility seriously. Carefully consider how your words and actions may influence those you are responsible for.
5. Be vigilant and aware of how words and actions can be misinterpreted. What you say and do with good intentions could seem intrusive or intimidating to those you are working with. Be aware of the impact of your words and actions, and sensitively address any misunderstanding.
6. Try to work in an open and accountable manner at all times. Work in view of others wherever possible, be wary of working alone and unobserved. Be willing to accept questions or advice and support regarding good practice.
7. Expect others to work in an open and accountable manner. Question and advise the practice of others if necessary.
8. Be aware of issues regarding the use of technology for communication with children/young people/vulnerable adults. Respect and adhere to guidelines issued to workers regarding the use of specific technologies such as mobile phone text messages, emails, phone calls, internet chat rooms, instant messages, and social networking sites.

9. You hold a position of trust and therefore must never allow a romantic relationship to develop with a child/young person/vulnerable adult in your care. Any form of sexual relationship or activity with a child/young person/vulnerable adult in your care is unacceptable and could lead to disciplinary or legal action.

10. Do not be under the influence of drink, drugs or any illegal substance.

11. Use appropriate and respectful forms of discipline and communication in accordance with the church's Safeguarding Policy (see Good Practice Guidelines). Physical aggression, intimidation, verbal abuse and shouting are not acceptable. Any form of assault (e.g. hitting, kicking, pinching, slapping) should be regarded as a serious incident.

12. Use appropriate language. Don't swear. Never make sexual or suggestive comments. If a child/young person/vulnerable adult makes such comments, be ready to enforce these boundaries in your response.

13. Not favour or show interest in one child/young person/vulnerable adult above another.

14. Not discriminate because of age, gender, disability, culture, language, racial origin, religious belief or sexual identity. However, at times when a person's lifestyle and beliefs are opposed to the Christian teaching that is given, such occasions should be dealt with sensitively.

15. Endeavour to understand issues surrounding disabilities that children/young people/vulnerable adults may have and, as much as possible, ensure that every individual has the same opportunities to partake in activities and to grow in their faith.

16. Ensure any physical contact is in accordance with the church's Safeguarding Policy (see Practice Guidelines)

17. Be able to recognise abuse and know how to respond appropriately when concerns arise, acting in accordance with the church's Safeguarding Policy. (See Appendix 1&2)

18. Take seriously any suspicion or allegation of abuse, or any disclosure of concern made by an individual. Follow the advice given in the church's Safeguarding Policy for 'effective listening'(See Appendix 5)

I have discussed & understood the above Safeguarding Principles -

Signed by Worker

Date