

Code of Conduct

A behaviour code for those 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 **Abuse of Trust** guidance issued by the Home Office makes it unacceptable for people in a position of trust to engage in any behaviour which might allow a sexual relationship to develop. "A relationship of trust is one in which one party is in a position of power or influence over the other by virtue of their work or the nature of the activity."

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 Cornerstone Evangelical Church. You will be seen as a role model and must act appropriately.

All children, young people and adults with care and support needs will be treated with respect and not be subject to derisory comments or treatment particularly in relation to gender, race, religion, or disability.

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 such as rough play and inappropriate language or gestures)

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- Physical contact between an adult and a child is healthy and acceptable in public places in the right context. Touch should only be for the benefit of the child and must be age appropriate.
- Any physical contact that is or may be thought to be sexually provocative must be avoided.
- Avoid any behaviour which might allow a sexual relationship to develop between the person in a position of trust and any individual in their care; any sexual relationship within a relationship of trust is unacceptable so long as the relationship of trust continues.
- 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 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
- Inappropriate behaviour by another worker should be reported to the Safeguarding Coordinator, children/young people's worker, or a Trustee.

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 Cornerstone Evangelical Church's social media policy
- Developing inappropriate relationships
- Favouritism/exclusion – all people should be equally supported and encouraged

Breaching the Code of Conduct

If anyone has behaved inappropriately, they will be subject to disciplinary procedure (particularly in the case of paid staff where the line manager will consult the safeguarding coordinator as appropriate). This procedure will consist of:

1. Verbal, warning
2. Written warning

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Appendix 4

3. Stepping down from the role, depending on the seriousness of the situation.



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 and/or a Trustee, in the case of a paid staff member.

Appendix 4



Declaration

I have read and agree to the relevant role description and agree to follow and act in accordance with all Church policies including GDPR, Health and Safety and Safeguarding, and the Code of Conduct.

Signed:

Date:

I have read and affirm Cornerstone Evangelical Church's Statement of Faith

Signed:

Date:

Please scan/photocopy this page and send to the Church Administrator:
admin@abercec.org.uk

For office use	
Trustee Signature:	Print name:
Date:	