# **Sample Code of Conduct**

**You should:**

* Always put the care, welfare and safety needs of a child first
* Respect a child’s right to be involved in making choices and decisions which directly affect them
* Respect a child’s culture (e.g. faith and religious beliefs) and right to privacy and personal space
* Respond sensitively to children who seem anxious about participating in certain activities
* Speak to someone in charge immediately if you are worried about a child
* Be aware of and sensitive to the vulnerabilities of some children e.g. children with a disability; children from Gypsy and Traveller Communities; black minority ethnic children
* Avoid being alone with children. Ensure that when working with children you are at least within sight and hearing of other adults
* Listen carefully to any child who ‘tells you’ they are being harmed and report immediately to the person in charge/Child Protection Officer
* Never dismiss what a child tells you as ‘lies’ or exaggeration
* Always give constructive feedback and not negative criticism
* Always ensure that first aid is administered by people who have relevant training and qualifications

**You should not:**

* Exaggerate or trivialise another member’s concern about a child or ignore allegations of suspicion of abuse
* Discuss personal issues about a child or their family with others except the Child Protection Officer where you are concerned about the child’s well-being
* Make derogatory remarks, gestures or use inappropriate language in front of children
* Allow a child to be bullied or harmed by anyone in the organisation
* Allow children to swear or use sexualised language unchallenged

**You must never:**

* Hit, push or grab a child or young person
* Engage in sexually provocative games, including horseplay
* Allow others or yourself to engage in touching a child in a sexually provocative way
* Make sexually suggestive comments to a child, even in fun
* Engage in rough physical contact with a child unless it is permitted within the rules of the game, activity or conforms to guidance on appropriate physical restraint
* Form intimate physical or emotional relationships with children
* Harass or intimidate a child or worker/volunteer, particularly because of their age, ‘race’, gender, sexual orientation, religious belief, socio-economic class or disability
* Invite or allow children to stay with you at your home in the context of your role within the organisation.