



Code of Conduct For Adults Working With Children and Young People

Introduction

This section outlines the behaviour expected of JUBACANA staff, volunteers, peer leaders and staff from other organisations who engage with children and young people through JUBACANA and its activities.

[This code of conduct has also been informed by views of children and young people]

Purpose

This code has been developed to provide advice which will not only help to protect children, but will also help identify any practices which could be mistakenly interpreted and perhaps lead to false allegations of abuse being made against individuals.

Following this good practice code will help to protect the organisation by reducing the possibility of anyone using their role within the organisation to gain access to children in order to abuse them.

When working with children and young people for JUBACANA all staff and volunteers are considered to be acting in a position of trust. It is therefore important that staff, volunteers, peer leaders are aware that they may be seen as role models by children and must act in an appropriate manner at all times and follow the code of conduct.

All members of staff and volunteers are expected to report any breaches of this code to HOLLY PREST.

Staff who breach this code of conduct may be subject to JUBACANA disciplinary procedures.

Any breach of this code involving a volunteer or member of staff from another agency may result in them being asked to leave the organisation. Serious breaches of this code may also result in a referral being made to a statutory agency such as the Police or Children's Services Department.

When working with children and young people it is important to:

- Always follow the JUBACANA child protection policy
- Listen to and respect children at all times
- Always avoid favouritism
- Treat children and young people fairly and without prejudice
- Value and take children's contributions seriously
- Always ensure equipment is used appropriately and for the purpose it was designed for

- Ensure any contact with children and young people is appropriate and in relation to the work of the organisation
- Always ensure language is appropriate and not offensive or discriminatory
- Follow the ICT safety policy and report any breaches
- Actively involve children and young people in planning activities wherever possible
- Provide examples of good conduct you with others to follow
- Challenge unacceptable behaviour and report all allegations/suspicions of abuse

Policy agreed on behalf of the management committee

Signed Holly Prest (Director)



Date 01/09/18

| Date implemented | Future review date | | | | | | |
|---------------------------|--------------------|---------------------------|----------|----------|----------|----------|----------|
| | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
| Date reviewed | 22/08/17 | 1st Sept | 1st Sept | 1st Sept | 1st Sept | 1st Sept | 1st Sept |
| Date approved by trustees | 28/08/17 | 1 st Sept 2018 | | | | | |