

Code of Safer Working Practice with Children, Young People and Vulnerable Adults

This code of behaviour should provide the base line for anyone working with children, young people and vulnerable adults. As with all safeguarding guidance it is for the protection of both leaders and helpers as well as children, young people and vulnerable adults. Actions can often be misread by observers.

Clergy, paid employees and volunteers should:

- Treat all children, young people and vulnerable adults with the respect and dignity befitting their age.
- Watch their own language, tone of voice and body language.
- Learn to control and discipline children, young people and vulnerable adults without physical punishment. This is illegal for children's workers.
- Ensure that another adult is informed if a worker needs to take a child to the toilet.
- Toilet breaks should be organised for young children.
- If known in advance, seek a parent's permission if a child, young person or vulnerable adult is to be seen on his or her own; another adult must be nearby and the child, young person or vulnerable adult must know this.
- Ensure that each group includes a female helper.
- Ensure that children and young people know that they can speak to an independent person (the Safeguarding Representative or Children's Advocate) in the parish, or contact Childline if they need to talk to someone. Display that name and contact details and the Childline telephone number (0800 1111) in a prominent place where children can see them.

Clergy, paid employees and volunteers should not:

- Invade a child's privacy whilst washing or toileting.
- Play rough physical or sexually provocative games.
- Be sexually suggestive about or to a child, young person or vulnerable adult, even in fun.
- Touch a child, young person or vulnerable adult inappropriately or obtrusively.
- Scapegoat, ridicule or reject a child, young person or vulnerable adult.
- Show favouritism to any one child, young person, vulnerable adult or group.
- Allow a child, young person or vulnerable adult to involve the worker in excessive attention seeking that is overtly physical or sexual in nature.
- Give lifts to children, young people or vulnerable adults on their own. If this is unavoidable ask the child, young person or vulnerable adult to sit in the back of the vehicle.
- Share sleeping accommodation with children, young people or vulnerable adults.
- Invite a young person or vulnerable adult to the worker's home alone.
- Permit abusive peer activities e.g. initiation ceremonies, ridiculing, bullying.
- Allow unknown adults access to children, young people or vulnerable adults. Visitors should always be accompanied by a known person.
- Allow strangers to give children, young people and vulnerable adults lifts.

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This code was adopted by the Parochial Church Council of St James the Great, Silsoe: August 2021, review date before July 2024.