

Warsash United Reformed Church

Code of Conduct for working with Children

All those working with children in the Church (in either paid or voluntary roles) should agree to the following code of conduct. The word “child” refers to all those under the age of 18.

Training, Policies and Procedures

- Attend all necessary Training which helps to support you in your role.
- Have a good awareness of, and comply with, Warsash URC policies, procedures and guidance.
- Refresh all safeguarding training at least every three years.
- Be aware of different types of abuse and the key signs and symptoms of abuse

Safer ways of working

- Do not spend time alone with children out of sight of other people.
- Be aware that it is illegal for an adult in a position of trust to engage in any sexual activity with a 16- or 17-year-old.
- Use of physical contact /touch should only be : only in public; appropriate to the situation and to the age, gender and culture of the child; in response to the needs of the child, not the adult.

Respectful and inclusive working

- Respect the rights of children to make their own decisions and choices
- Encourage respect for difference, diversity, beliefs and culture.
- Make all reasonable adjustments for children with disabilities and additional needs

Managing behaviour

- Encourage everyone to follow any ground rules and apply sanctions consistently
- Don't show favouritism or encourage excessive attention from a particular child.
- Refer to a more experienced or senior worker if a child does not respond to your instructions despite encouragement and warning
- Children who still fail to respond should be returned to their parent or carer control.

Photos and Videos

- As a Church we do not encourage the taking of Photos or Videos by Church staff. Photos can be taken only by the child's parent or carer but must not include images of other children.
- Any images that Parents or Carers allow to be taken can be used to promote activities only if there is written permission given by the Parent or Carer. Written permission is also needed if the images are to be shown on Church Web site or on the Church Social Media page. Permission details should be copied to the Church Safeguarding officer.

Reporting concerns

- Know who the Church Safeguarding Officer is and how to contact them.
- Tell the Church Safeguarding Officer if you have any concerns about a child's welfare.
- Do not promise to keep anything a secret; if a child is being harmed, or is at risk or harm, you will need to share that information but only on a need-to-know basis.

Working with Children Online

- Ensure that any electronic communication is done with parental consent and is transparent, accountable, recorded and adheres to safeguarding policies.
- We insist on a full paper trail for all information including permissions and consents obtained from parents or carers. We do not permit contact via social media or private messaging. All attempts to communicate in this way should be blocked.

I agree to abide by the above code of conduct while working with children and young people.

On behalf of Warsash United Reformed Church

Name of Worker / Volunteer:

Signed;

Date: