



Sunday School and Youth Work

Behaviour code for adults working with children

Hyde Street Chapel, Winchester is a Christian church that seeks to reach out to our community to spread the love of God. We believe that every person has a value and dignity which comes directly from being created in God's own image and likeness. We are committed to follow the example of Jesus in showing love to "our neighbours" and in so doing, to treat everyone with respect and compassion in accordance with the truths contained in the Bible.

The values of our Sunday School and Youth Work are:

Kindness



Honesty



Respect



Love



Forgiveness



The purpose and scope of behaviour code

This behaviour code outlines the conduct that Hyde Street Chapel, Winchester expects from all our members. This includes trustees, members, youth leaders and anyone who is undertaking duties for the organisation, whether paid or unpaid.

The behaviour code is there to help us protect children and young people from abuse. Hyde Street Chapel is responsible for making sure everyone taking part in our activities has seen, understood and agreed to follow the code of behaviour, and that they understand the consequences of inappropriate behaviour.

The role of staff and volunteers

In your role at Hyde Street Chapel you are acting in a position of trust and authority and have a duty of care towards the children and young people we work with. You are likely to be seen as a role model by young people and are expected to act appropriately.

We expect people who take part in our activities to display appropriate behaviour at all times. This includes behaviour that takes place outside our organisation and behaviour that takes place online.

Responsibility of staff and volunteers

You are responsible for:

- prioritising the welfare of children and young people
- providing a safe and supportive environment for children and young people
 - ensuring equipment is used safely and for its intended purpose



Sunday School / Youth Work: 07725014703



Pastoral enquires: 07778096909



- having good awareness of issues to do with safeguarding and child protection and taking action when appropriate.
- following our principles, policies and procedures
 - including our policies and procedures for safeguarding and child protection, whistleblowing and online safety
- staying within the law at all times (where the law is compliant with Biblical teaching and standards)
- modelling good Christian behaviour for children and young people to follow
- challenging all inappropriate behaviour and reporting any breaches of the behaviour code to Matthew Richardson (Youth Work Lead) or an officer of the Chapel
- reporting all concerns about abusive behaviour, following our safeguarding and child protection procedures
 - this includes inappropriate behaviour displayed by an adult or child and directed at anybody of any age.

Respecting children and young people

You should:

- listen to and respect children at all times
- value and take children's contributions seriously
- recognise that whilst children and young people may need correction and guidance, this should be done patiently and gently
- treat children and young people fairly and without prejudice or discrimination, in line with Bible teaching
- respect a young person's right to personal privacy as far as possible
 - if you need to break confidentiality in order to follow child protection procedures, it is important to explain this to the child or young person at the earliest opportunity.

Appropriate relationships

You should:

- promote relationships that are based on openness, honesty, trust and respect
- avoid showing favouritism
- be patient with others
- ensure that discussions are age appropriate when you are discussing sensitive issues with children or young people (accepting that we are commanded to teach the whole counsel of God but ensuring this is done with consideration and sensitivity)
- ensure your contact with children and young people is appropriate and relevant to the nature of the activity you are involved in
- ensure that there is more than one adult present during activities with children and young people
 - if a situation arises where you are alone with a child or young person, ensure that you are within sight or can be heard by other adults
 - if a child specifically asks for or needs some individual time with you, ensure other staff or volunteers know where you and the child are
- only provide personal care in an emergency and make sure there is more than one adult present if possible





- unless it has been agreed that the provision of personal care is part of your role and you have been trained to do this safely.

Inappropriate behaviour

When working with children and young people, you must not:

- allow concerns or allegations to go unreported
- take unnecessary risks
- smoke, consume alcohol or use illegal substances
- develop inappropriate relationships with children and young people
- make inappropriate promises to children and young people
- engage in behaviour that is in any way abusive
- let children and young people have your personal contact details (mobile number, email or postal address) or have contact with them via a personal social media account
- act in a way that can be perceived as threatening or intrusive
- patronise or belittle children and young people
- make sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to or in front of children and young people.

If you have behaved inappropriately, you will be subject to our disciplinary procedures. We might also make a report to statutory agencies such as the police and/or the local authority child protection services.

If you become aware of any breaches of this code, you must report them to:

- Mike Gething, Designated Person for Safeguarding (DPS)
- Chloe Bevan, Deputy Designated Person for Safeguarding (DDPS)
- Derek Richardson, Safeguarding Trustee
- Matthew Richardson, Safeguarding Support Team (Sunday School / Youth Work)

If necessary, you should follow our whistleblowing procedure and safeguarding and child protection procedures.

