



CHRISTIAN BROTHERS EUROPEAN PROVINCE

CODE OF BEHAVIOUR FOR ADULTS

A code of behaviour is a clear and concise to what is and is not acceptable behaviour and practice when working with children. As part of our commitment to ensuring safe environments for children all ministries are required to create a Code of Behaviour for Adults using this sample as a guide.

Relevant for the following Roles:

- Local Safeguarding Representative
- Employees and Volunteers
- Members of the Congregation

STANDARD 1

CREATING AND MAINTAINING SAFE ENVIRONMENTS GUIDANCE FOR INDICATOR 1.2

1.2A Template 1: Sample Code of Behaviour for Adults

It is important for all personnel to:

- Treat all children with respect and dignity;
- Treat all children equally;
- Model positive, appropriate behaviour to all children we come into contact with;
- Be aware of the Church's child protection and child safeguarding policy;
- Challenge and report abusive and potentially abusive behaviour;
- Develop a culture of openness, honesty and safety;
- Develop a culture where children have permission to tell and to talk about any concerns or worries that they may have;
- Respect each child's boundaries and support them to develop their own understanding and sense of their rights;
- Be aware of their responsibility for the safety of all children in their care;
- Work in open environments;
- Help children to know what they can do if they have a problem.

Adults must never:

- Hit or otherwise physically assault or abuse children;
- Develop sexual relationships with children;
- Develop relationships with children that could in any way be deemed exploitative or abusive;
- Act in any way that may be abusive or may place a child at risk of abuse;
- Use language, make suggestions or offer advice that is inappropriate, offensive or abusive;
- Do things for a child of a personal nature that they can do themselves;
- Condone or participate in behaviour that is illegal, unsafe or abusive;
- Act in any way that is intended to intimidate, shame, humiliate, belittle or degrade;
- Engage in discriminatory behaviour or language in relation to race, culture, age, gender, disability, religion, sexual orientation or political views;
- Consume alcohol, tobacco or illegal drugs while having responsibility for or in the presence of children/young people.

In general, it is inappropriate to:

- Take children away or to your own home, especially where they will be alone with you;
- Involve children in one-to-one contact; activities should usually be supervised by at least two adults (Guidance 1.4C). However, there may be two circumstances where this may occur:
 - I. In a **reactive** situation, for example when a young person requests a one-to-one meeting with you without warning, or where a young person has had to be removed from a group as part of a code of behaviour (Guidance 1.3A);
 - II. As part of a planned structured piece of work (for example one-to-one music tuition).

See Guidance 1.4D for safe practices if either of these situations occur.