



Our Code of Practice:

The Code of Practice is a guide to helping create a physically and emotionally safe and protective culture for young people, staff and volunteers. For full guidance in relation to safeguarding procedures, please refer to the **Safeguarding Policy**.

- Treat all children and young people with respect and dignity, observing the 3 core conditions:
 - 1) Unconditional positive regard
 - 2) Congruence/genuineness
 - 3) Empathy
- Involve young people in the decisions that affect them, including activity planning.
- Observe appropriate boundaries in building relationships with children and young people:
 - Never agree to keep a secret - *refer to confidentiality policy*
 - Never agree to meet a young person at another time
 - Avoid being alone with a child or young person. If a young person requests a private conversations, make sure the lead worker is aware and can support you.
- Observe appropriate physical boundaries with young people.
 - If physical contact is necessary (e.g. in an emergency), tell the young person clearly what you are doing and why, seek their permission and give choices where possible. If possible have another worker present.
 - First Aid should be carried out by appropriately qualified people.
- Every activity, event or session should be risk assessed to maintain the safety of young people. This is the responsibility of the lead worker for that session.
 - Risk management, however, is EVERYONE's responsibility - if you observe something that isn't safe, or safe enough - ACT and report your actions to the lead worker. Do NOT assume the lead worker has observed the risk and assessed it as acceptable. If the risk is non-urgent, speak to the lead worker to express your concerns.
- When working with a mixed gender group there should be staff/volunteers of both genders available where possible.
- To actively challenge and educate young people around intolerance and discrimination of all kinds, including but not limited to: gender, LGBTQ+ status, ethnicity, religion, nationality, disability and mental health.
- We agree to conduct ourselves in a manner consistent with the responsibility of a person in a position of power and influence: appropriate language, appropriate dress (no offensive logos etc), appropriate relationships, and with the interests of the young people as the priority.
- Safeguarding is EVERYBODY's responsibility - make sure you have read and understood the safeguarding policy and what to do if you have concerns about:
 - 1) A child or young person
 - 2) A colleague, visitor, parent, guardian or any other adult.

Make sure you know what to do if you are unsatisfied with the actions for the lead worker when you express concerns regarding any of the above to them.