



Code of Conduct working with children and families.

Background

All adults who work with children are accountable for the way in which they exercise authority, manage risk, use resources, and safeguard children and young people.

Whether working in a paid or voluntary capacity, adults have a duty to keep children and young people safe and to protect from sexual, physical and emotional harm.

It is important that all adults working with children understand the nature of their work, and the responsibilities related to it. This guidance provides advice on appropriate and safe behaviours for all adults working with children in paid or unpaid capacities on behalf of Anthony Davies childhood bereavement ltd.

Guidance

Dress and appearance: A person's dress and appearance are matters of personal choice and self expression. Adults who work with children and young people should ensure they take care to ensure they are dressed appropriately for the tasks and the work they undertake.

Children and Young People in distress: For adults working with children there will be occasions when a distressed child needs comfort and reassurance and this may involve physical contact. Young children, in particular, many need immediately physical comfort.

Physical contact: Where a child initiates physical contact with an adult: this may be entirely appropriate e.g. taking an adults hand to steady themselves or when walking with an adult. However this should be of limited duration and appropriate to their age, stage of development, gender ethnicity and background. In a circumstance where a child initiates inappropriate physical contact, it is the responsibility of the adult to sensitively deter the child. This must be reported to either director of Anthony Davies childhood bereavement ltd.

Social Contact: Adults who work with children and young people should not seek to have social contact with them or their families. No child or young person should be invited into the home of an adult who works with them.

Communication with children and families using technology: Communication between children and adult, by whatever method, should take place within clear and explicit boundaries. This includes the use of technology such as mobile phones, text messaging, and emails. Adults should not share any personal contact information with a child or young persons. They should not request for respond to,

any personal information from the child/young person, other than that which might be appropriate as part of the work.

- The counsellor should display the same standard of dress and conduct they would in the real world.
- Be mindful of background while online work is taking place e.g. no photographs, or any identifying features.
- Young person should be in a separate room from the rest of the family.
- It is the responsibility of the counsellor to raise any issues with regards to suitability of dress, setting and behaviour of the child or parent.
- If the counsellor feels the session is being recorded the session must be brought to an end and the service manager to be informed.

Gifts and rewards: Adults should exercise care when selecting children and or young people to specific activities or privileges to avoid perception of favouritism or unfairness. Children should not be given gifts by an adult working on behalf of Anthony Davies childhood bereavement ltd.

Managing Challenging behaviour: All Children and young people have a right to be treated with respect and dignity even in those circumstances where they display difficult or challenging behaviour. Where children display difficult or challenging behaviour, adults should use strategies appropriate to the circumstances and situation. The following should be kept in mind.

- All work should be set up with clear rules and boundaries
- Verbal positive praise and reinforcement should be used to encourage appropriate behaviour
- Clear verbal guidance should be given using clear requests and directions
- A short time sitting quietly away from an activity may be helpful in giving a child time to calm down
- Parents/carers should be asked to return to the group if their child's behaviours cannot be managed
- The use of physical intervention (taking a child by the hand) can only be justified in exceptional circumstances and must be used as a last resort when other behaviour management strategies have failed, and there is a need to ensure the safety of the child or others.
- The use of corporal punishment is never acceptable.

Photography: photos of children must only be taken with parental consent and for a specific purpose. This must only be done with written consent from both parents and Anthony Davies childhood bereavement ltd.

Sharing contents: All adults are responsible for informing the designated board members of any concerns about the behaviour of any adult who is working with children.

Signed

Dated:

(Taken from dcfs 2020): guidance for safer working practice for adults who work with children and young people)

