

Safeguarding Code of Conduct for Staff, Agency Workers and Volunteers

Below is our Code of Conduct. It is not an exhaustive list and can be added to and adapted to sure our needs on an on-going basis.

- Be aware that your main priority is the child in your care
- **Never** use any kind of physical punishment or chastisement such as smacking or hitting
- Physical contact should be open and initiated by the child's needs e.g. for a hug when upset or help with toileting. Always prompt children to carry out personal care themselves and if they cannot manage ask if they like help. Do not kiss children.
- Be available to listen and ready to refer to someone more experienced
- Talk to children about their right to be kept safe from harm
- Implement within practice the fundamental British Values: Democracy, The rule of law, Individual liberty, Mutual respect and Tolerance of those of different faiths and beliefs.
- Listen to children and take every opportunity to raise their self-esteem and confidence.
- Unless explicitly part of your job, exercise caution about being alone with a child. In situation where this may be needed think about ways of making this seem less secret? For example telling another worker what you are doing and where you are, leaving a door ajar, being in earshot of others.
- Do not add children/young people onto social networking sites. Also be aware of your online profile...will children be able to view inappropriate materials
- BE careful forming personal relationships with parents/carers. This could make it difficult to report allegations/suspensions of abuse.
- Challenge unacceptable behaviour and report all allegations/suspensions of abuse/FGM or Prevent issues
- Seek advice and support from your colleagues, room supervisor or **NSP Tia Newell or DNSP Yvonne Borg**
- Never let allegations made by anyone go unacknowledged, unresolved or not acted upon. Talk to our NSP or manager
- Do not discuss your concern with any other member of staff or with the accused only with the NSPs