



Equine Partners CIC Behaviour code for Adults working with children

This behaviour code outlines the conduct expected of staff and volunteers from Equine Partners CIC and staff from other organisations who engage with children and young people through Equine Partners CIC and its activities. It has been informed by the views of children and young people.

Purpose

Following this code will help to protect children from abuse and inappropriate behaviour from adults. It will also help staff and volunteers to maintain the standard of behaviour expected of them and will reduce the possibility of unfounded allegations of abuse being made against them.

Upholding this code of behaviour

All members of staff and volunteers are expected to report any breaches of this code to Fran Hibberd Child Protection lead for Equine Partners CIC under the whistle-blowing procedure or, if necessary, under child protection procedures. Staff and volunteers who breach this code of behaviour may be subject to Equine Partners CIC's disciplinary procedures. Any breach of the code involving a volunteer or member of staff from another agency may result in them being asked to leave Equine Partners CIC.

Serious breaches may also result in a referral being made to a statutory agency such as the police, the local authority children's social care department and/or the Independent Safeguarding Authority.

The role of staff and volunteers

When working with children and young people for Equine Partners CIC, all staff and volunteers are acting in a position of trust. It is important that staff and volunteers are aware that they may be seen as role models by children and young people and behave with respect for the children, horses and other adults at all times.

When working with children and young people, it is important to:

1. Operate within Equine Partners CIC's principles and guidance and any specific procedures
2. Follow the Equine Partners CIC's child protection policy and procedures at all times
3. Listen to and respect children at all times
4. Avoid favouritism
5. Treat children and young people fairly and without prejudice or discrimination
6. Value and take children's contributions seriously, actively involving children and young people in planning activities wherever possible
7. Ensure any contact with children and young people is appropriate and in relation to the work of the project
8. Always ensure language is appropriate and not offensive or discriminatory
9. Follow the ICT safety policy and report any breaches
10. Always ensure equipment is used safely and for its intended purpose
11. Provide examples of good conduct you wish children and young people to follow
12. Challenge unacceptable behaviour and report all allegations/suspensions of abuse
13. Ensure that whenever possible, there is more than one adult present during activities with children and young people or if this isn't possible, that you are within sight or hearing of other adults

14. Be close to where others are working. If a child specifically asks for or needs some private time with you, ensure other staff should know where you and the child are
15. Respect a young person's right to personal privacy
16. Encourage young people and adults to feel comfortable and caring enough to point out attitudes or behaviour they do not like
17. Recognise that special caution is required when you are discussing sensitive issues with children or young people.
18. Generally make sure that you are a good role model for the children and young people. Both in the way you treat other people and the way you treat the horses

You must not:

19. Patronise or treat children and young people as if they are silly
20. Allow allegations to go unreported
21. Develop inappropriate relationships such as contact with children and young people that is not a part of the work of Equine Partners CIC or agreed with the manager or leader
22. Conduct a sexual relationship with a child or young person or indulge in any form of sexual contact with a child or young person. Any such behaviour between an adult member of staff or volunteer and a child or young person using the services of Equine Partners CIC represents a serious breach of trust on the part of the staff member or volunteer and is not acceptable under any circumstances
23. Let children and young people have your personal contact details (mobile number or address)
24. Make sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to or in front of children and young people
25. Act in a way that can be perceived as threatening or intrusive
26. Make inappropriate promises to children and young people, particularly in relation to confidentiality
27. Jump to conclusions about others without checking facts
28. Either exaggerate or trivialise child abuse issues
29. Rely on your reputation or that of the organisation to protect you
30. Take unnecessary risks when common sense, policy or practice suggests a more
31. Smoke on site.

Taken from the Safe Network *Are They Safe?* Guide, and was originally adapted from policies developed by Leonard Cheshire Disability media project and NSPCC consultancy services. prudent approach: adopt an attitude of complacency with regard to your own conduct.

Monitoring and review

The manager is responsible for monitoring the effectiveness of the Policy and Guidelines via staff observations and feedback and consultation with children and their parents/legal guardians and colleagues.
This policy will be reviewed on 1st January 2019

Signatures F A Hibberd

Date 1st January 2018