



## Code of Conduct Policy

### Principles

As an adult volunteering for CCAA you have a responsibility to ensure that everyone attending CCAA activities and events, particularly children, young people and vulnerable adults, are protected from harm. It is the responsibility of each adult working in CCAA to ensure that:

- ✓ their behaviour is appropriate at all times
- ✓ they observe the rules established for the safety and security of children, young people and adults
- ✓ they follow the procedures following suspicion, disclosure or allegation of child abuse
- ✓ they recognise the position of trust in which they have been placed; and
- ✓ in every respect, the relationships they form with the children, young people and adults in their care are appropriate

All persons who wish to work/volunteer for CCAA, must accept and understand this policy. They must also agree to put CCAA's Child Protection Policy into practice.

### Meeting your responsibilities

To give positive guidance the Code of Conduct (below) provides a list of 'do's and don'ts' to help you ensure that:

- ✓ the welfare of the children and/or young people and/ adults for whom you have a duty of care is safeguarded
- ✓ you avoid compromising situations or opportunities for misunderstandings or allegations

### **Code of conduct:**

- ✓ **DO** put this code into practice at all times
- ✓ **DO** treat everyone with dignity and respect
- ✓ **DO** set an example you would wish others to follow
- ✓ **DO** treat everybody equally - show no favouritism
- ✓ **DO** plan activities that involve more than one other person being present, or at least are within sight and hearing of others
- ✓ **DO** follow recommended adult/young people ratios for meetings and activities
- ✓ **DO** respect the right to personal privacy of a child, young person or adult
- ✓ **DO** avoid unacceptable situations within a relationship of trust, *eg:* a sexual relationship with a young person or adult over the age of consent
- ✓ **DO** allow children, young people and adults to talk about any concerns they may have
- ✓ **DO** encourage others to challenge any attitudes or behaviours they do not like
- ✓ **DO** avoid being drawn into inappropriate attention seeking behaviour
- ✓ **DO** make people aware of procedures for safeguarding children, young people and adults

- ✓ **DO** remember this code even at sensitive moments *eg:* when responding to bullying, bereavement or abuse
- ✓ **DO** keep other members of staff/volunteers informed of where you are and what you are doing
- ✓ **DO** remember someone else might misinterpret your actions, no matter how well-intentioned
- ✓ **DO** take any allegations or concerns of abuse seriously and refer immediately
  
- × **DO NOT** trivialise abuse
- × **DO NOT** permit abusive peer activities *eg:* bullying
- × **DO NOT** engage in inappropriate behaviour or contact - physical, verbal, sexual
- × **DO NOT** make suggestive remarks or threats to a young person, even in fun
- × **DO NOT** use inappropriate language - writing, phoning, email or internet
- × **DO NOT** let allegations, suspicions, or concerns about abuse go unreported
- × **DO NOT** just rely on your good name to protect you

---

**This Policy was agreed by Committee at the meeting on Tuesday 26<sup>th</sup> March 2024**

---

**Review Record**

<b>Date of Review:</b>	<b>Reviewed By:</b>	<b>Comments:</b>
March 2027		