



## Code of Conduct for Leaders and Employees

This Code of Conduct sets out the standards of behaviour the Boys' Brigade expects from all of our leaders and employees. The code aims to help us protect children and young people from harm and to reduce situations where misunderstandings, concerns or allegations may occur.

Leaders and employees are responsible for making sure they have read, understood, and agree to follow the code of conduct, and that they understand the consequences of unacceptable or inappropriate behaviour and poor practice.

### The Role of Volunteer Leaders and Employees

As a leader or employee in The Boys' Brigade, you have a responsibility to prioritise the welfare of children and young people and ensure that we provide an environment that is safe from harm.

In your role at The Boys' Brigade, you are acting in a position of authority and influence and have a duty of care towards the children and young people you work with. You will be seen as a role model and are expected to always act appropriately and recognise and report any behaviour that causes concern.

As a leader or employee in The Boys' Brigade YOU MUST:

- ensure in every respect that relationships formed with children and young people in your care are appropriate, and relevant to your role. Leaders and employees must ensure the relationships they form with children and young people are ALWAYS appropriate, healthy, safe and positive. Leaders and employees are in a position of trust and must ensure they maintain and demonstrate clear boundaries that are recognised by children, young people and leaders alike.
- treat all children, young people and adults fairly, respectfully and without prejudice or discrimination or favouritism. It is appropriate that the organisation focuses on children and young people, but it is also important that leaders and employees build and maintain positive relationships with fellow leaders, parents/carers and other adults in our communities. Leaders and employees should ensure that activities are accessible and inclusive.
- involve children & young people in the decisions that affect them wherever possible. It is important that children and young people are provided with opportunities to shape their programme and make decisions about their participation in activities. Leaders and employees should be aware of the needs and abilities of individual children and young people.
- always work in an open environment, avoiding private or unobserved situations. Leaders and employees should always be aware of the environment they are working in and especially take this into consideration when planning activities including events and residentials, in settings they are not familiar with. Due consideration should also be given to the number of leaders and their responsibilities for supervising children and young people.
- create a safe environment ensuring all activities including weekly meetings, events, trips and residentials are risk assessed to maintain the safety of all involved by adhering to the safety practices outlined in this policy. Ensure proper supervision based on supervision ratios outlined in the Child Safeguarding Policy during ALL activities with young people including ensure that two leaders are present at the start and end of a session. A written risk assessment should be completed for all activities being undertaken. Regional Headquarters about any changes which may impact your suitability to be a leader or employee. Whether in a BB setting or your private

life, if you become the subject of a criminal investigation or are subject to an enquiry by any child protection services, you must inform Regional Headquarters.

As a leader or employee in The Boys' Brigade YOU MUST NOT:

- allow concerns or allegations to go unreported
- develop inappropriate relationships with children and young people.
- allow or take any unnecessary risk which could put children and young people or adults at risk of harm.
- act in any way that is or can be perceived as threatening, intrusive or harmful, or patronises or belittles children and young people
- do not join in physical contact games or activities with children and young people, this will avoid unnecessary accidents, injuries, or inappropriate physical contact.
- engage in or permit abusive peer activities such as initiation ceremonies and bullying. Leaders should encourage children and young people to report any bullying.
- have any sexual contact with children or young people
- develop inappropriate physical, verbal, emotional or spiritual interaction with children & young people. If a leader or employee thinks that something they said or did may have inadvertently caused offence or upset, then they should try to address it in a sensitive way.
- make sarcastic, insensitive, derogatory, or sexually suggestive comments or gestures to or in front of children and young people
- allow or arrange for any BB activities for children and young people to take place in your home or a private dwelling
- behave in any way that brings The Boys' Brigade into disrepute. Whilst it is not possible to be prescriptive of all the circumstances this could include, the organisation will consider the relevant circumstances on a case-by-case basis.