



## Policy Document

Policy name: adult\_code\_of\_conduct  
Created: 24 Jun 15  
Reviewed : 01 Jan 16  
Revision number: 7  
Last printed : 18 Feb 16  
Located at :  
broomheath/documents/forms\_policies\_and\_p  
rocesses/policy

This policy is intended to define, underpin and drive processes and activities surrounding: safeguarding and protection of all the children in our care; enabling all adults to be effective and positive role models for children; ensuring that there is clarity of expectations for the conduct of all adults when working or volunteering with Broomheath Plantation Bushcraft Academy; children and adults to having sensitive and disciplinary matters dealt with fairly and confidentially.

### **Rationale:**

Children do not make distinctions between adults working at Broomheath Plantation Bushcraft Academy. Therefore all adults must be equally effective and positive role models for children. Working with children, while rewarding and stimulating, can also be highly stressful and challenging. By working together and supporting each other we are all better able to rise to these challenges and be the positive and effective role models that children need. By supporting a culture of whistle-blowing we are able to keep children in our care safe from harm and support all colleagues in their professional duties. While some inappropriate behaviour from adults can be deliberate and predatory [for example child sexual abuse and grooming children], most is the result of stress and a lack of self control [inappropriate sanctioning of children, including hitting or other inappropriate physical contact]. By challenging and identifying when behaviour is inappropriate we support all our colleagues in providing the highest care for children, sustaining high standards of personal conduct and can provide training as appropriate.

### **Policy .**

Treat children equally and with respect. Respect gains respect. It is a two way process.

Always speak to children appropriately and with self control.

Avoid being alone with one child.

Avoid physical contact with the children when dealing with inappropriate behaviour.

While a pat on the back and some physical contact can be supportive and affirming it should be used with caution and if in any doubt, avoided.

Never use physical contact with a child when alone with them.

Under the law children may be restrained if they are endangering themselves, others or property. This course of action should be a last resort. There should be an adult witness if this occurs and it must be formally documented. Parents or carers will always be informed.

Holding hands or holding by wrists are inappropriate ways of addressing poor behaviour.

All adults at Broomheath Plantation Bushcraft Academy should be approachable for children to bring their worries or concerns to. When asking a child who they might take problems to, encourage them to suggest more than one person. In most instances it is inappropriate for a child to be overly close to or reliant on one adult.

Never meet or arrange to meet a child out of Academy time.

Never escort a child home from Academy sessions unless you have permission from the parent/carer in advance.

Volunteers and students should not discipline children under any circumstances. Report any issues of poor behaviour to a member of the instructional staff. They will support you and ensure that the issue is dealt with effectively.

Yelling or shouting at children demonstrates lack of self control and is inappropriate in Academy settings. A serious, stern tone, or controlled raising of your voice along with disapproving facial expressions are far more effective methods of showing disapproval with self control.

While adults aim to have warm and friendly relationships with children the relationship is not one of equals. There is a clear difference in power. Therefore being 'their friend' is not appropriate as their friendship is not one of equals. This does not mean we are not friendly adults, indeed all adults should be friendly and polite towards the children in Academy settings.

It is always appropriate to guide a child's hands if they are struggling to learn tool work as long as you have asked for and been given permission. Permission is essential in certain religions all the time and some religions at specific times of the year especially with female learners.

Benign neglect is a complicated decision to make and involves allowing learners to play and lunch predominantly unattended. Based on the fact that there are no tools, implements or fires near the lunch spot or play areas and that the learners have demonstrated trustworthiness with the learning of their skills for fairly long durations it is appropriate to give them a break from adult supervision. This is predicated by the Children's Code of Conduct in that children are encouraged to seek assistance if anything upsets them and there are serious sanctions in place for transgression.