

Faith Movement CIO

Code of Conduct for Adult Leaders

The Faith Movement Charitable Incorporated Organisation (hereinafter referred to as “the Faith Movement”) is a charity registered in England, number 1188137.

1. Introduction

All Adult Leaders involved in the Faith Movement are called upon to be exemplary models of moral behaviour and spiritual faith.

The Faith Movement Adult Leaders are committed to being positive role models and building the confidence of the children and young people that they are working with.

2. Expectations

All Adult Leaders are expected to:

1. Promote Wellbeing

- Ensure the safety of all children and young people by making sure group sessions are safely planned and effectively supervised;
- foster teamwork and co-operation between everybody, promoting trust and mutual respect;
- discourage and stop rough or dangerous play, bullying, inappropriate language or other inappropriate behaviour;
- treat all children and young people fairly and not show favouritism;
- be positive, approachable and offer praise to promote the objective of the group always;
- listen sensitively and encourage communication between adults and children or young people;
- respond to concerns and allegations promptly and appropriately in line with the Faith Safeguarding Policy and with national procedures.

2. Promote Autonomy and Dignity

- Ensure the rights and responsibilities of children and young people are enforced;
- promote the full participation and involvement of all children and young people, recognising and addressing the additional needs of some young children and young people, e.g. disability;
- constructively challenge all discrimination and encourage children and young people not to discriminate on grounds of age, gender, ability, social class, race, cultural background, religious belief or sexual identity;
- respect, promote and support the right of children and young people to make their own choices and decisions, provided this does not threaten the rights, safety and legitimate interests of others;
- respect the right of children and young adults to privacy;
- encourage children and young people to take responsibility for their own self-care as far as possible, e.g. assistance with toileting and dressing;
- respect and listen to the opinions of children and young people;
- encourage young people to point out behaviours or attitudes that they do not like;
- encourage children and young people to take responsibility for their own conduct;
- ensure that sanctions do not humiliate or harm a child or young person;
- administer first aid in the presence of others and without removing the clothing of a child or young person unless necessary.

3. Boundaries and Power

- Establish appropriate boundaries between pastoral care and personal lives in relationships with other leaders, helpers, children and young people;
- not abuse the position of trust for personal benefit, e.g. financial gain, sexual gratification;

- be conscious of explicit and implicit power vested in the role of group leader and supervisors of adult helpers;
- acknowledge the limitations of time, experience, skill and competence – know where and how to ask for support when needed;
- deal with differences in opinion with respect;
- work to people's strengths, and never bully, abuse, manipulate or denigrate.

4. Personal Conduct

- Act always in accord with the core values of the Catholic Faith and those of the Faith Movement, and ensure that their behaviour does not bring the Church into disrepute;
- provide an example you wish others to follow;
- work in a way that is honest, reliable and transparent, never seeking to deceive or manipulate;
- refrain from using blasphemous, violent, discriminatory, or offensive language and behaviour;
- refrain from smoking, vaping, consuming alcohol or using drugs;
- seek help to address such issues as addictions to alcohol, prescribed medicine, other substances, gambling, and so on where these matters affect the adult's role;
- not engage in any form of sexual relations (including verbal banter, flirtation, using one's gaze to signal attraction, etc.) with children, young people, helpers or adults for whom you have a supervisory or supportive role.

Any breaches of the Code of Conduct will be address by the Group Leader. More serious or persistent breaches may result in formal action being taken to address the concerns. All concerns or allegations in relation to a child or adult at risk will be dealt with according to the Faith Movement's Safeguarding Policy and Procedures in relation to the management of allegations and concerns.

I have read and understood the Code of Conduct and agree to abide by it:

Signature of Adult Leader:	
Print name of Adult Leader:	
Date:	
Signature of Group Leader or Safeguarding Officer:	
Date:	

Adopted 19th May, 2021.....

Review May 2023.....

Next Review