



CLCGB

Fun, Faith & Friendship...

The Church Lads' and Church Girls' Brigade Leaders Behaviour Policy

October 2024





1. Behaviour Policy for Leaders

This behaviour policy outlines the conduct that The CLCGB expects from all our staff and volunteers. This includes trustees, agency staff, interns, students on work placement and anyone who is undertaking duties for the organisation, whether paid or unpaid. The behaviour policy is there to help us protect children and young people from abuse. It has been informed by the views of children and young people. The CLCGB is responsible for making sure everyone taking part in our activities has seen, understood and agreed to follow the behaviour policy, and that they understand the consequences of inappropriate behaviour.

2. The role of staff and volunteers

In your role at The CLCGB you are acting in a position of trust and authority and have a duty of care towards the children and young people we work with. You are likely to be seen as a role model by children and young people and are expected to act appropriately. We expect people who take part in our activities to always display appropriate behaviour. This includes activities that takes place outside our organisation and those that are online.

3. Responsibility of staff and volunteers

You are responsible for:

- prioritising the welfare of children and young people
- providing a safe environment for children and young people, ensuring equipment is used safely and for its intended purpose and having good awareness of issues to do with safeguarding and child protection and taking action when appropriate
- following all of our principles, policies and procedures (including our policies and procedures for safeguarding and child protection, whistleblowing and online safety)
- staying within the law at all times
- modelling good behaviour for children and young people to follow
- challenging all inappropriate behaviour and reporting any breaches of this behaviour policy to your safeguarding lead and onto the National Safeguarding Officer
- reporting all concerns about abusive behaviour, following our National Safeguarding Policy (this includes inappropriate behaviour displayed by an adult or child and directed at anybody of any age).





4. Respecting your peers.

You should:

- listen to and respect your fellow Officers, Helpers and Leaders at all times
- value and take everyone's contributions seriously, actively involving them in planning activities wherever possible
- respect each other's right to personal privacy as far as possible.

If you need to break confidentiality in order to follow safeguarding procedures, it is important to explain this to the person at the earliest opportunity.

5. Respecting children and young people.

You should:

- listen to and respect children and young people at all times
- value and take children and young people's contributions seriously, actively involving them in planning activities wherever possible
- respect a child and young person's right to personal privacy as far as possible.

If you need to break confidentiality in order to follow child protection procedures, it is important to explain this to the child or young person at the earliest opportunity.

6. Diversity and inclusion

You should:

- treat children and young people fairly and without prejudice or discrimination
- understand that children and young people are individuals with individual needs
- respect differences in gender, sexual orientation, culture, race, ethnicity, disability and religious belief systems, and appreciate that all participants bring something valuable and different to the group/organisation
- challenge discrimination and prejudice
- encourage children, young people and adults to speak out about attitudes or behaviour that makes them uncomfortable.

7. Appropriate relationships

You should:

- promote relationships that are based on openness, honesty, trust and respect





- avoid showing favouritism
- be patient with others
- exercise caution when you are discussing sensitive issues with children or young people
- ensure your contact with children and young people is appropriate and relevant to the nature of the activity you are involved in
- ensure that there is more than one adult present during activities with children and young people.

If a situation arises where you are alone with a child or young person, remove yourself from that situation as quickly as possible.

Only provide personal care in an emergency and make sure there is more than one adult present (only if it has been agreed that the provision of personal care is part of your role and you have been trained to do this safely).

8. Inappropriate behaviour

When working with children and young people, you must not:

- allow concerns or allegations to go unreported
- take unnecessary risks
- smoke, consume alcohol or use illegal substances
- develop inappropriate relationships with children or young people
- make inappropriate promises to children or young people
- engage in behaviour that is in any way abusive or including having any form of sexual contact with a child or young person
- let children and young people have your personal contact details (mobile number, email or postal address) or have contact with them via a personal social media account
- act in a way that can be perceived as threatening or intrusive
- patronise or belittle children and young people
- make sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to or in front of children and young people.

9. Upholding this behaviour policy

You should always follow this behaviour policy and never rely on your reputation or that of our organisation to protect you.

If you have behaved inappropriately, you will be subject to our disciplinary procedures. Depending on the seriousness of the situation, you might be asked to leave the CLCGB. We may also make a report to statutory agencies such as the police and/or the local authority child protection services.





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If you become aware of any breaches of this policy, you must report them to your safeguarding officer or the National Safeguarding Officer. If necessary, you should follow the National Safeguarding Policy.

