**Trust in Children Code of Conduct**

**All Trustees and partner organisations of TIC must abide by the following:**

1. Promote a culture of openness to ensure that children, adults and staff feel comfortable raising any issues or concerns with a staff member.
2. Wherever possible, empower children by discussing their rights and teaching them what acceptable and unacceptable behaviour is.
3. Promote accountability for the safety and wellbeing of children - ensure abusive behaviour, whether by another child or an adult is challenged.
4. Challenge unacceptable behaviour by non-violent means, both mentally and physically.
5. Be aware of situations that may present risks and manage them to the best of your abilities.
6. Ensure any physical contact with a child is appropriate and is not an invasion of a child’s privacy.
7. Report any unacceptable behaviour by staff, whether raised by suspicion or evidence, to TiC in line with section 9. of this child protection policy.

**Unacceptable behaviour can be regarded as:**

• hitting or otherwise physically assaulting children

• developing physical/sexual relationships with children

• developing relationships with children which could in any way be deemed exploitative, both physically and mentally.

• acting in ways that may be abusive or may place a child at risk of abuse.

• using language, making suggestions or offering advice which is inappropriate or offensive.

• behavingphysically in a manner which is inappropriate or sexually provocative

• having a child/children with whom you are working with stay overnight at your home unsupervised

• sleeping in the same room or bed as a child with whom you are working with

• doing things for children of a personal nature that they can do for themselves

• condoning, or participating in, behaviour of children which is illegal, unsafe or abusive

• acting in ways intended to shame, humiliate, belittle or degrade children.

• discriminating against, showing differential treatment, or favouring particular children to the exclusion of others.

**This is not an exhaustive or exclusive list. The principle is that staff should avoid actions or behaviour which may constitute poor practice or potentially abusive behaviour.**