

Child Safeguarding Code of Conduct

The [Girls Not Brides Child Safeguarding Policy](#) sets a standard for *Girls Not Brides* staff, members, trustees, interns, freelancers, agency workers, volunteers and other partners in order to safeguard children with whom *Girls Not Brides* has direct or indirect contact.

This Code of Conduct provides guidance on appropriate and expected standards of behaviour of adults towards children. It has been designed to give all who work with *Girls Not Brides* the confidence to carry out their roles and to ensure that positive relationships are developed. This is not an exhaustive list and should be interpreted in a spirit of common sense. Everyone should avoid actions or behaviour which may constitute poor practice or potentially abusive behaviour towards children, and should ensure that a culture of openness exists empowering children.

When working with children you must ALWAYS:

- Avoid working alone and spending excessive time with a child and be aware of situations which may present risks. You should plan your work so that, at least, two adults are present at any time and avoid taking children to your home or go to their home, especially, where they may be alone with you. If working alone is unavoidable, you should move to an area where you and the child can both be seen by other colleagues or other adults.
- Avoid inappropriate physical contact with a child. If a child is hurt or distressed, comfort or reassure him/her without compromising his/her dignity or doing anything to discredit your own behaviour.
- Behave appropriately, ensure that language is moderated in their presence and refrain from adult jokes or comments which are clearly unsuitable.
- Pay attention to what the children are saying, and respond/report appropriately.
- Plan activities in advance to ensure they take into account the age range, gender and needs and ability of all participants.
- Be familiar with the procedure for reporting at *Girls Not Brides* or the partner organisation and immediately report any concerns related to the child's welfare to the Designated Person.
- Maintain confidentiality.

When working with children you must NEVER:

- Hit or otherwise physically assault them or act in ways that may be abusive or may place the child at risk of abuse.
- Develop physical/sexual relationships with them, behave in a manner which is inappropriate or sexually provocative, or develop relationships which could in any way be deemed exploitative or abusive.
- Use language, make suggestions or offer advice which is inappropriate, offensive or abusive.
- Have a child with whom you are working to stay overnight at your home

unsupervised.

- Condone, or participate in, behaviour of a child which is illegal, unsafe or abusive.
- Act in ways intended to shame, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse, discriminate against, show differential treatment, or favour particular children to the exclusion of others.
- Allow allegations made by a child or concerns about their welfare go unrecorded or not acted upon.

On behalf of my organization I understand and agree to abide by the above Code of Conduct and the *Girls Not Brides* Child Safeguarding Policy. I hereby declare that my organisation never been subject to prosecution for acts that contravene the above Policy. I understand that any breaches of the above Code of Conduct will be reported and appropriate action, in accordance with the policies and procedures in place, will be taken.