

Dutch Spotted Sheep Society

Code of Conduct – Children/Protected Adult

Dec 2023

You Should:

- Play your part in helping to develop an ethos where all people matter and are treated equally, and with respect and dignity.
- Always put the care, welfare and safety needs of a child/protected adult first.
- Respect a child/Protected Adult's right to be involved in making choices and decisions which directly affect them.
- Listen attentively to any ideas and views a child/protected adult wants to share with you.
- Respect a child/protected adult's culture (for example their faith and religious beliefs).
- Respect a child/protected adult's right to privacy and personal space.
- Respond sensitively to children/protected adult who seem anxious about participating in certain activities.
- Speak to the Society Secretary/Society Trustees immediately if you suspect that a child/protected adult is experiencing bullying or harassment.
- Be aware of the vulnerability of some groups of children/protected adults to being isolated and hurt (for example, children/protected adults with disabilities and learning difficulties).
- Ensure that when you are working with children/protected adults you are at least within sight or hearing of other workers/volunteers.
- Listen carefully to any child/protected adult who 'tells you' that they are being harmed and report what you have discovered immediately to your Society Secretary/Society Trustee.
- Report immediately any suspicion that a child/protected adult could be at risk of harm or abuse.
- Never dismiss what a child/protected adult tells you as 'lies' or exaggeration.
- Only restrain a child/protected adult who is at imminent risk of inflicting harm to themselves or others or is at risk of damaging property.
- Never underestimate the contribution that you can make to the development of safe communities for children/protected adults.

You Should Not:

- Exaggerate or trivialize another workers/volunteers concerns about a child/protected adult or ignore an allegation or suspicion of abuse in the hope that it will either 'go away' or that 'someone else will deal with it'.
- Discuss personal issues about a child/protected adult or their family with other people except with your Society Secretary/Society Trustee when you are concerned about the child/protected adult's well-being.
- Be drawn into any derogatory remarks or gestures in front of children/protected adults.
- Allow a child/protected adult to be bullied or harmed by anyone in the organisation.
- Allow children/protected adults to swear or use sexualized language unchallenged.

You Must Never:

- Engage in sexually provocative games (including horseplay), relationships, conversation or communication with a child or protected adult.
- Possess indecent images of children or protected adults – this will always be reported to the Police regardless of any explanation provided.
- Carry out your duties as a volunteer whilst adversely under the influence of alcohol, solvents or drugs when dealing with children or protected adults.
- Never allow others to or yourself engage in touching a child/protected adult in a sexually provocative manner.
- Never make sexually suggestive comments to a child/protected adult, even in fun.
- Engage in rough or physical contact unless it is permitted within the rules of a game or sports activity or conforms to the guidance on appropriate physical restraint.
- Never form inappropriate emotional or physical relationships with children/protected adults.
- Harass or intimidate a child/protected adult or worker/volunteer because of age, 'race', gender, sexual orientation, religious belief, socio economic class or disability.
- Never invite or allow a child/protected adult to stay with you at your home.
- Encourage or assist others to break the law in any way.

For further information contact: Society Secretary, Child Protection Officer. Tel: 07818 131242.