

- DO** treat everyone with dignity and respect.
- DO** set an example you would wish others to follow.
- DO** treat all children equally - show no favouritism.
- DO** respect a child's right to personal privacy.
- DO** have separate sleeping accommodation for children and adults
- DO** plan activities that involve more than one other person being present, or at least are within sight and hearing of others - avoid spending time alone with a child in private or out of sight/hearing of others.
- DO** allow children to talk about any concerns they may have.
- DO** encourage others to challenge any attitudes or behaviours they do not like.
- DO** keep other leaders informed of where you are and what you are doing.
- DO** take any allegations or concerns of abuse seriously and refer them immediately to the person in charge, i.e. the Programme Director or local/ national risk manager.

Adult Code of Behaviour

As a person in a position of programme responsibility you are in a position of trust at all times in relation to the children for whom you are responsible.

- DO NOT** trivialise or belittle abuse or concerns.
- DO NOT** form an intimate relationship with a child or any other relationship that would be an abuse of trust.
- DO NOT** allow abusive activities between children such as initiation ceremonies or bullying.
- DO NOT** engage in inappropriate behaviour or contact - physical, verbal, sexual.
- DO NOT** make sexually suggestive remarks or threats to a child, even in fun.
- DO NOT** use inappropriate language, whether speaking or writing - in person or by phone, email or through use of social media.
- DO NOT** allow a child to use inappropriate language unchallenged.
- DO NOT** let allegations, suspicions, or concerns about abuse go unreported.
- AVOID** unnecessary physical contact with a child - your actions, no matter how well-intentioned, might be misinterpreted by them or someone else.
- AVOID** unacceptable situations within a relationship of trust; for example, a sexual relationship with a participant, even if they are over the age of consent.
- AVOID** being drawn into inappropriate attention-seeking behaviour from children, such as tantrums and crushes.

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