



## #BeeWell Team Code of Conduct

In order to maintain a safe and supportive environment, staff must adhere to the following code of conduct.

Staff should avoid actions or behaviour, which may constitute poor practice, potentially abusive behaviour or puts them at risk of allegations of poor practice or abusive behaviour.

Staff must:

- Put consent at the heart for work with young people.
  - Create space for people to say no and opt out of events and activities
  - Ask permission to take pictures or capture discussions and ask permission for distribution
  - Ask the person's permission before doing anything for them, which is of a physical nature for example, administering first aid.
- Maintain appropriate standards of conversation and interaction with and between young people.
- Challenge behaviour of all children, young people or staff which is illegal, unsafe or abusive.
- Be aware of situations which may present risks and manage these.
- Plan and organise activities to minimise and manage risks and ensure risk assessments are completed.
- Follow the disclosure process.

Staff should:

- Never contact or spend time with young people either physically or through the use of social media where this is not relevant to the young person's involvement in #BeeWell activities.
- Avoid spending time alone with children/young people away from others.
  - If it is necessary to do so, staff must:
    - Ensure another member of staff is aware of the need for a private conversation/ intended aim of the activity/meeting.
    - Ensure that the meeting/activity takes place in a public location where possible.
    - Ensure there are clear exits with no obstructions for both the young person and member of staff to leave the room.
    - Be mindful of transporting young people in their car and only use when necessary.
- Never develop physical/sexual/romantic relationships with children or young people
- Never act in ways that may be abusive or may place a young person at risk of abuse.
- Never use language, make suggestions, or offer advice, which could be inappropriate, offensive or abusive. Staff should avoid calling a young person anything other than their name.
- Never act in ways intended to shame, humiliate, belittle or degrade young people, or otherwise perpetrate any form of emotional abuse.
- Never invite young people to or take young people to the member of staff's home.
- Work within the remit of their role and work to #BeeWell values (even if they differ from their own).
- Be aware about how much personal information about their own lives they give to young people they are working with.
- Speak to their line manager if they are unsure whether a specific piece of work is part of their role.

