

FSE Code of Behaviour for
Adults working with
Children and Young People

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THE EUROPEAN SCOUT FEDERATION
(BRITISH ASSOCIATION)

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Author name and FSE Role	Karen Alsop, Child Protection Coordinator
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INTRODUCTION

The European Scout Federation (FSE) is a caring Association, built on a mutual trust and respect for all. It is an aim of the FSE that every member of the association feels valued and respected, and that each person is treated fairly.

This FSE Code of Behaviour outlines the conduct expected of leaders, adult members (18+) and volunteers from the FSE and persons from other organisations who engage with children and young people through the FSE and its activities.

PURPOSE

Following this code will help to safeguard children from abuse and inappropriate behaviour from adults. It will also help adults within the FSE to maintain the standard of behaviour expected of them and will reduce the possibility of unfounded allegations of abuse being made against them.

DEFINITIONS AND/OR ABBREVIATIONS

FSE / Association	Federation European Scouts (British Association)
Children / young people	Individuals aged under-18
Adult	Any member of the FSE aged 18 or over (Leader, Adult Member, Helper)

BASIC PRINCIPLES

All adults are expected to report any breaches of this code to the Child Protection Coordinator under the whistle-blowing procedure and/or if necessary, under safeguarding children procedures.

Adults who breach this Code of Behaviour may be subject to the FSE's disciplinary procedures.

Any breach of the code involving a volunteer or Leader from another agency may result in them being asked to leave the FSE organised event.

Serious breaches may also result in a referral being made to a statutory agency such as the police, the local authority children's social care department and/or the Disclosure and Barring Service

THE ROLE OF ADULTS WITHIN THE FSE

When working with children and young people for the FSE, all adults are acting in a position of trust. It is important for all adults to be aware that they may be seen as role models by children and young people and must act in an appropriate manner at all times.

When working with children and young people, it is important to:

- Operate within the FSE principles and guidance and any specific procedures
- Follow the FSE Safeguarding Children Policy at all times
- Listen to and respect children at all times
- Avoid favouritism
- Treat children and young people fairly and without prejudice or discrimination
- Value and take children's contributions seriously, actively involving children and young people in planning activities wherever possible
- Ensure any contact with children and young people is appropriate and in relation to the work of the FSE
- Always ensure language is appropriate and not offensive or discriminatory
- Follow the Better and Safe Communications Guide and report any breaches
- Always ensure equipment is used safely and for its intended purpose
- Provide examples of good conduct you wish children and young people to follow
- Challenge unacceptable behaviour and report all allegations/suspensions of abuse
- Ensure that whenever possible, there is more than one adult present during activities with children and young people or if this isn't possible, that you are within sight or hearing of other adults
- Be close to where others are working. If a child specifically asks for or needs some private time with you, ensure other Leaders know where you and the child are
- Respect a young person's right to personal privacy
- Encourage young people and adults to feel comfortable and caring enough to point out attitudes or behaviour they do not like
- Recognise that special caution is required when you are discussing sensitive issues with children or young people
- Follow the Better and Safer Communications Guideline when contacting young people within the FSE.

You must not:

- Patronise or treat children and young people as if they are silly
- Allow allegations to go unreported
- Develop inappropriate relationships such as contact with children and young people that is not a part of the work of FSE or agreed with the Section Leader
- Conduct a sexual relationship with a child or young person or indulge in any form of sexual contact with a child or young person. Any such behaviour between an adults and a child or young person using the services of the FSE represents a serious breach of trust on the part of the adult and is not acceptable under any circumstances.
- Make sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to or in front of children and young people
- Act in a way that can be perceived as threatening or intrusive
- Make inappropriate promises to children and young people, particularly in relation to confidentiality
- Jump to conclusions about others without checking facts
- Either exaggerate or trivialise child abuse issues
- Rely on your reputation or that of the organisation to protect you
- Take unnecessary risks when common sense, policy or practice suggests a more prudent approach

THE ROLE OF PARENTS AND GUARDIANS

The FSE welcomes and encourages parental involvement. Parents and guardians are regarded as valuable partners in promoting positive behaviour and will be involved as appropriate.

In the event of their child becoming the subject of behaviour sanctions, parents/guardians will be informed and involved.

BREACH OF BASIC PRINCIPLES

Any breach of this Code of Behaviour for Adults will be dealt with by the National Committee as documented in the FSE Disciplinary Procedures.

Adults concerned about the behaviour of other adults should follow the Whistleblowing Policy.