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# CASTLEFORD YOUNG MUSICIANS (CYM)

## Child & Vulnerable Adults Protection Policy

### CODE OF CONDUCT

Castleford Young Musicians can reduce the likelihood of abuse and of accusations by making sure that all adult volunteers and members are aware of some practical matters when working with children:

#### Positive outlook and actions

- Always treat children with respect.
- Avoid showing favouritism towards an individual.
- Provide a model of good and appropriate behaviour.
- Respect a child's right to privacy.
- Be aware that behaviour can be misinterpreted even when well-intentioned.
- Challenge unacceptable behaviour.
- Operate within the agreed guidelines.

#### Situations to avoid

- Being one-to-one with a child (always ensure another adult is present in this situation)
- Meeting children outside organised activities.

#### Unacceptable behaviour

- Engaging in rough physical games or horseplay.
- Engaging in or encouraging sexually provocative games or activities.
- Allowing or engaging in inappropriate touching of any kind.
- Allowing children to use inappropriate language unchallenged.
- Making any sexually suggestive comments even 'in fun'.
- Letting any allegations a child makes go unrecorded.
- Relying on your 'good name' as protection.
- Doing things of a personal nature for children that they can do themselves.

#### Signs of bullying

Bullying of one child by another should always be checked. This would include:

- Physical pushing, hitting or pinching etc.
- Name-calling, sarcasm, teasing, ridiculing or ignoring.
- Racial taunts, gestures, graffiti.
- Sexual comment.
- Any unwanted physical contact.

#### Occasions needing special care

- Discussion of sensitive issues with members or individuals.
- Relationships developing between volunteer staff and young people.

Genuine relationships do develop between people, but no intimate relationship should begin whilst one person is in a position of trust over another. It would be 'an abuse of trust' and in some circumstances could be a criminal offence under the Sexual Offences Act 2003, which applies throughout the UK.



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