

Shrewsbury Light Orchestra behaviour code for adult members

This behaviour code outlines the conduct expected of members of the Shrewsbury Light Orchestra and its guests.

Purpose

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

Upholding this code of behaviour

All members are expected to report any breaches of this code to the safeguarding officers.

Any breach of the code involving a member or guest may result in them being asked to leave the Shrewsbury Light Orchestra. 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 Independent Safeguarding Authority.

When working with children and young people for the Shrewsbury Light Orchestra all members are acting in a position of trust. It is important that members are 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 Shrewsbury Light Orchestra's principles and guidance and any specific procedures;
- follow the Shrewsbury Light Orchestra's child protection policy and procedures at all times;
- listen to and respect children at all times, treating them 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 activities of the orchestra;
- always ensure language is appropriate and not offensive or discriminatory;
- 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/suspicions of abuse;
- ensure that whenever possible there is more than one adult present during activities with children and young people or if this is not 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 members 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.

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 activities of the Shrewsbury Light Orchestra;
- 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 adult member and a child or young person represents a serious breach of trust on the part of the adult member and is not acceptable under any circumstances;
- let children and young people have your personal contact details (mobile number, e-mail or address) without the consent of their parent or guardian;
- 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.

Members must not offer alcohol to members under the age of 18 nor encourage them to consume alcohol. Members are also reminded that it is illegal for adults to purchase alcohol for anyone under the age of 18 for consumption in a public place.

The role of parents and carers

The Shrewsbury Light Orchestra welcomes and encourages parental involvement. Parents and carers 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/carers will be informed and involved. Members and guests who are under the age of 18 are not permitted to consume alcohol while participating in SLO activities.