



## **Behaviour policy for working with children**

Unique Support for Unique People (US4UP) are acting in a position of trust and authority and have a duty of care towards the children and young people we work with. US4UP are likely to be seen as a role model by young people and are expected to act appropriately. This includes behaviour that takes place outside the organisation and behaviour that takes place online. Unique Support for Unique People see parents and carers as important in encouraging positive behaviour and will involve them as appropriate.

### **US4UP are responsible for:**

- prioritising the welfare of children and young people
- providing a safe environment for children and young people
- ensuring equipment is used safely and for its intended purpose
- having good awareness of issues to do with safeguarding and child protection and taking action when appropriate
- following policies and procedures- including safeguarding and child protection
- staying within the law at all times
- modelling good behaviour for children and young people to follow
- challenging all inappropriate behaviour

### **Respecting children and young people- US4UP will:**

- listen to and respect children at all times
- value and take children's contributions seriously, actively involving them in planning activities wherever possible
- respect a young person's right to personal privacy as far as possible
- if you need to break confidentiality in order to follow child protection procedures, it is important to explain this to the child or young person at the earliest opportunity.

### **Diversity and inclusion, US4UP will:**

- treat children and young people fairly and without prejudice or discrimination
- understand that children and young people are individuals with individual needs
- respect differences in gender, sexual orientation, culture, race, ethnicity, disability and religious belief systems, and appreciate that all individuals are unique
- challenge discrimination and prejudice
- encourage young people and adults to speak out about attitudes or behaviour that makes them uncomfortable.

### **Appropriate relationships, US4UP will:**

- promote relationships that are based on openness, honesty, trust and respect
- avoid showing favouritism
- patient with others
- exercise caution when you are discussing sensitive issues with children or young people
- ensure your contact with children and young people is appropriate and relevant to the nature of the activity you are involved in
- only provide personal care in an emergency and make sure there is more than one adult present if possible

## **Inappropriate behaviour when working with children and young people-**

### **US4UP will not:**

- allow concerns or allegations to go unreported
- take unnecessary risks
- smoke, consume alcohol or use illegal substances
- develop inappropriate relationships with children and young people
- make inappropriate promises to children and young people
- engage in behaviour that is in any way abusive, including having any form of sexual contact with a child or young person
- let children and young people have your personal contact details (mobile number, email or postal address) or have contact with them via a personal social media account
- act in a way that can be perceived as threatening or intrusive
- patronise or belittle children and young people
- make sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to or in front of children and young people.

## **Smoking and substance misuse at work**

Legislation now exists which makes it illegal to smoke in enclosed public spaces. Smoking (including vaping) is therefore strictly prohibited in customer's homes. US4UP must not smoke in line of sight of any customer or customers family we are supporting.

Bringing alcohol or any unlawful drugs to the workplace, and/or imbibing them there is strictly prohibited both during work time or during a period prior to work where the effects carry over to the workplace.

## **Presentation:**

- US4UP will be suitably dressed for their work and responsibilities. usually wearing a uniform and flat footwear

- Smart clothing may be worn when attending meetings
  - When taking children swimming, a full, modest costume will be worn.
- Maintaining awareness when entering cubicles, toilets and changing areas

**Policy to be reviewed January 2026**