

Code of Conduct for Staff

Good Practice in the Care of Young People

Wilderness Expertise expects that you should always work to protect the welfare of young people in your charge, as well as protecting other staff by promoting good practice.

The following points form a Code of Conduct for all Wilderness Expertise Staff:

- Always be publicly open when working with young people, thereby avoiding situations where an instructor and a minor are completely unobserved.
- Where any form of manual support is required, this should be provided openly.
- A male and a female member of staff should always accompany mixed groups away from home / school.

All staff should be aware that as a general rule it **does not make sense to:**

- Spend excessive amounts of time alone with a minor away from others.

Staff representing Wilderness Expertise should **never:**

- Engage in rough, physical or sexually provocative games, including horseplay.
- Share a tent / room with a minor – unless in an extreme medical emergency.
- Allow or engage in inappropriate touching in any form.
- Allow young people to use inappropriate language unchallenged.
- Make sexually suggestive comments to a young person even in fun.
- Let allegations that a young person makes go unchallenged, unrecorded or not acted upon.
- Do things of a personal nature that a young person can do for himself or herself – sometimes it may be necessary for staff to help young people with things of a personal nature if they have disabilities. In these situations, there is a need to be responsive to the young person's reactions and if a child is fully dependent upon you, talk with them about what you are doing and give them choices where possible.

If, during your care of a group of young people, you accidentally hurt one of them; one of them seems distressed in any manner; appears to be sexually aroused by your actions, or misunderstands or misinterprets something you have done, report any such incident as soon as possible to another member of The Course Director or another member of Wilderness Expertise staff. A written report detailing the incident should be submitted.

I AGREE to the above Code of Conduct and acknowledge the copy of this statement.

Signed by

Dated

Name in Full

Please return one of the signed copies to **Wilderness Expertise**, retaining the other copy for your records.