

Menadue Camps

Code of Conduct for Leaders

This policy is written and should be read in conjunction Menadue camps safeguarding policy (which will take priority over this document).

1. Behaviour and Conduct

- a. Leaders are expected to demonstrate the highest possible standards of personal conduct and behaviour and consistently act with honesty and integrity. Menadue camps expects Leaders to treat each other, campers, parents and the wider community with dignity and respect at all times.
- b. Leaders must act in accordance with their duty of care to campers and ensure that the safety and welfare of campers are accorded the highest priority.
- c. Leaders should show fairness in their treatment of campers and avoid behaviours such as embarrassing or humiliating campers, making jokes at the expense of campers, discriminating against or favouring campers and sarcasm.
- d. Leaders must have regard for the ethos and values of Menadue camps and must not do or say anything which may bring the camp into disrepute. Leaders should act in accordance with the camps policies and procedures at all times.

2. Dress and Appearance

- a. We recognise that dress and appearance are matters of personal choice and self-expression. However, all leaders must dress in a manner that is appropriate to a Christian camp.
- b. Leaders should dress safely and appropriately for the tasks they undertake.

3. Smoking, vaping, alcohol and other substances

- a. Menadue is a non-smoking/vaping site. Leaders must not smoke or vape on site. Any leaders wishing to smoke or vape must discuss this with the Camp Manager prior to arriving at camp.
- b. Leaders must not smoke or vape whilst working with or supervising campers on or off site.
- c. Leaders must not consume or be under the influence of alcohol, illicit drugs or other illegal substances whilst undertaking their role at camp.

4. Relationships with Campers

- a. Whilst at camp, leaders have a position of trust over campers. Whilst this position of trust remains, there are to be no relationships between a leader and a camper. Where such a relationship already exists (before camp) it is essential that this is discussed with the Camp Manager before camp. For that week of camp, the relationship is to be put on hold. NO camper/leader relationships can begin during the week of camp. This is important for the safety of the campers and ensure integrity of the camp is maintained.
- b. Leaders must not develop personal or sexual relationships with campers and should not engage in any sexual activity with a camper.

- c. Leaders must not make sexual/inappropriate remarks to a camper, discuss their own sexual relationships with, or in the presence of campers.
- d. Leaders contact with campers should be through the camps authorised mechanisms. Personal phone numbers, email addresses or communication routes via all social media platforms should not be used and leaders should not share their home address with campers. If contacted via an inappropriate route the Leader must inform the Camp Manager immediately.
- e. Leaders are strongly advised not to accept friend invitations or become friends with any camper on any social media platform, in order to maintain boundaries and safeguard the leader and the camper. Leaders should also refrain from following the social media accounts of campers or their parents.

5. Child in distress

- a. There may be occasions when a camper is in distress and in need of comfort as a reassurance. This may include age-appropriate physical contact. Leaders should remain self-aware at all times in order that their contact is not threatening, intrusive or subject to misinterpretation. If you have a particular concern about the need to provide this type of care and reassurance you should seek further advice from the Safeguarding Lead or Camp Manager.

6. Showers and changing

- a. Campers are entitled to respect and privacy whilst they are changing or showering. However, there needs to be an appropriate level of supervision in order to safeguard young people, meet health and safety requirements and to ensure that bullying does not take place. The supervision should be appropriate to the needs and age of the campers and sensitive to the potential for embarrassment.
- b. Leaders should be vigilant about their own behaviour and announce their intention before entering a changing room/tent.

7. One to one situations

- a. Leaders working individually with campers should be aware of the potential vulnerability of campers and Leaders in such situations. Leaders should manage these situations with regard to the safety of the camper and to themselves.
- b. If approached by a camper to talk privately or a matter arises that requires a private discussion, the advice is to stay within the main areas of camp and within the vicinity of other people. In addition, it is good practice to make another officer aware of what you are doing to increase accountability. Where it is necessary to close doors for reasons of confidentiality a second leader should be present.

9. Photography, video and images of campers

- a. The camp has an official photographer/s who will be supplied with a camp memory card, this individual is the only person authorised to take photos of the campers. The Camp Manager for the week will agree with the camp photographer to which final storage device the photos will be downloaded to. All original photos will be stored, as well as any edited versions.

Note: Camp generic photos which do not show campers are permitted to be taken by other leaders.

- b. Camp policies do not permit the use of photos and videos of campers on social media by leaders.
- c. **All photos / videos taken of campers shall be used for camp purposes only and MUST NOT be shared for any other purpose - including sharing with other leaders and campers. NO photo or video of campers may be put on the internet or shared via social media. Unless to promote camp and is authorised by the trustees.**
- d. The camp photographer is expected to act responsibly whilst taking photos and videos to ensure that no inappropriate photos/videos are taken. Any photos/videos which are inappropriate must be destroyed as soon as this is realised. The Camp Manager's or Safeguarding Lead's judgement is final in any dispute.
- e. Photos and videos are not to be taken of campers dressing/undressing.
- f. Using images for publicity purposes will require the age-appropriate consent of the individual concerned and their parent/guardian. Images should not be displayed on websites, in publications or in a public place without their consent. Leaders should also be clear about the purpose of the activity and what will happen to the photographs/images/video footage when the activity is concluded.

10. Mobile phone and screen policy.

Campers have limited access to their mobile phones during the day, so it is incumbent upon leaders to also set an example.

Leaders are not permitted (unless in emergency) to use mobile phones or screen devices whilst:

- i In campers' tents
- ii At mealtimes when seated with campers
- iii During camp circle

During these times, mobile phones should be kept on silent in a pocket or in a safe place.

11. Confidential information

Leaders may have access to confidential information about campers, their parents/carers or their siblings. Leaders must not reveal such information except to those leaders who have an appropriate role in relation to the camper on a need-to-know basis.