



1.2C GUIDANCE ON BREACHING THE CODE OF BEHAVIOUR

Breaching the Code of Behaviour may, in some circumstances, give rise to a complaint, or in more serious cases, give rise to a child protection concern. When an issue of concern arises, the matter should first be brought to the attention of the Parish Panel, who will triage the concern and determine whether it should be dealt with under the complaints procedures (**Guidance 1.4A**) or be referred to the RCB Casework Team (**Guidance 2.1A**).

Breaching the Code of Behaviour may be a serious issue that needs to be reviewed and addressed and may result in disciplinary action and in severe cases, ultimately dismissal. A breach of the Code is serious, even if it does not reach the threshold for causing harm to a child. Breaches of the Code may indicate that a person's behaviour could pose a risk of harm to children if it is not addressed.

If a child/young person or an adult breach the Code of Behaviour, in consultation with the Parish Panel, efforts should be made to resolve the issue by:

- Discussion with and support for the adult or the child/young person.
- A child/young person or adult may be asked to apologise for their behaviour.
- In the case of a child/young person, involving their parents/carers.
- Deciding on further steps.

Further steps may include:

- Time out of group activity.
- For children/young people, a parent/carer may be asked to attend group activities with their child for a period of time.
- For adults, retraining in leadership skills, code of behaviour, etc. may be required.
- For children/young people, the code of behaviour should be revisited and agreed upon.
- Monitoring behaviour and support on an ongoing basis.
- In serious cases, exclusion from the group may be considered.
- Formal reporting to the statutory authorities via the reporting procedures (**Guidance 2.1A**).