



# CHILDREN'S CHURCH REQUIREMENTS & EXPECTATIONS

DATE OF AMEND	AUTHOR	DESCRIPTION	APPROVED BY	DATE OF APPROVAL
03/11/2024	Ali Sutton	Initial	Board	03/12/2024

## Children's workers

All children's workers, whether leaders or helpers, must fulfil the criteria set out in the Children's Worker Job Description. Primarily, they must have a current DBS check and must complete regular safeguarding training. They must be familiar with, and run sessions in accordance with, the Risk Assessment and Policies and Procedures. (Copies of these documents will be made available to parents upon request and in time will be hosted on our website for easy access.)

Children's workers:

- will deal with all children gently and graciously.
- will similarly ensure that discipline is undertaken in a firm but loving manner.
- will endeavour to make each lesson as inclusive as possible to the spectrum of ages, abilities and needs of the attending children, and to support the children to partake in the class.
- will show by example the fruits of the Spirit as laid out in Galatians 5.
- will not use profane language or innuendos, or ridicule or belittle children in their charge.
- will work together with parents to create a safe and supportive atmosphere in which the children can learn well and feel valued.

## Parents

While all adults have a duty towards safeguarding the children, the ultimate responsibility for a child's safety and behaviour while on site lies with the parent(s)/guardian(s) at all times. The children's workers will undertake this responsibility with the permission of the parent(s)/guardian(s) only for the duration of children's church or other planned children's event where responsibility is agreed.

We ask that parents please:

- ensure that children are not regularly disruptive during the times that they are in the service to the level that it would impede the running of the service or the ability of other congregants to worship.
- ensure that children behave appropriately to the environment before and after the service for their own and others' safety and comfort.
- work with the Elders/children's workers on disciplinary matters if necessary.

## Children

We strive to create a fun, safe environment for the children where they feel respected, listened to and valued.

We recognise that all children have different needs and abilities, some of which may affect how they are able to access the lesson, and we are committed to including every child to the best of our ability and so long as it does not negatively affect other children.

We ask that, to the best of their ability, children respect the children's workers and the other children in the class by:

- Taking part in the lesson overall
- Listening
- Heeding instruction
- Not name-calling, swearing, or using any disrespectful language towards another person
- Not damaging property
- Respecting other people's boundaries
- Not being aggressive or violent towards another person

## Discipline procedure

If discipline is required, the children's workers will:

- Give warning that a behaviour is unacceptable, giving further explanation to the child where necessary for understanding and co-operation.
- If necessary, after warning(s), escalate to in-class discipline as judged appropriate by the children's workers, e.g. removal from an activity, separating disruptive children etc.
- In extreme cases, where behaviour is ongoing and significantly disruptive or where behaviour threatens the safety or well-being of children's workers or other children, a child may be removed and returned to the care of their parent(s)/guardian(s) for the remainder of the class.
- Where a child has had to be removed from class, the children's workers will arrange a conversation with the parent(s)/guardian(s) at an appropriate time with the ultimate aim of supporting the child in returning to the class and with their behaviour upon their return.
- If a child's behaviour is repeatedly interfering with the running of the class to the detriment of the other children, or if their behaviour is incompatible with maintaining a safe environment, a child may be refused return to the class until such time as these concerns are adequately addressed. This decision would be made in

discussion with the Elders and the parent(s)/guardian(s) of the child and only in extremis.

If you have any questions or concerns over any of the above at any time, the leadership team will be happy to discuss these with you.

Please sign below to show that you have understood and agree to the above outlined behaviour policy for The Upper Room Fellowship.

Name of parent(s)/guardian(s)

Signature

Date

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