



Healthy working with adults in a mentoring, coaching, consultancy and training context

Those representing Reach Ministries UK, who work with any adults in any context, but particularly in relation to mentoring, coaching, consultancy and training contexts, will:

1. Ensure that they understand the policies, procedures, systems, guidelines and any risk assessments that are provided and will ensure that they are implemented.
2. Attend any training in safeguarding, mentoring or consultancy which is provided or stipulated by Reach Ministries UK.
3. Work in a transparent and responsible manner that ensures that they are accountable to the Reach Ministries Trustees and that they are open to challenge and to discussion.
4. Ensure that their conduct embraces their responsibility for the safety, and the prevention from harm, of those with whom they are working, training and/or serving.
5. Maintain a state of vigilance to identify and report any safeguarding concerns.
6. Refrain from any abuse of their power or position and will always seek to act in the best interest of the individual.
7. Be mindful both of the spiritual context in which they work and that they may have spiritual authority (whether by role, age, position or experience etc.) over those they are training, serving or working with and therefore take particular care to refrain from any coercion, bullying, pastoral manipulation or pressure to conform.
8. Treat them as individuals and with respect and dignity.
9. Ensure that the individual's views, wishes and choices are respected and that their right to question or ignore any advice or suggestions is fully understood.
10. When delivering challenging or difficult messages, do so in a respectful, compassionate and gentle way that is in line with the client's best interests (including their emotional and spiritual wellbeing).
11. When meeting an individual client in person, aim to meet in an open, accessible, visible location and/or to include another person in the meeting as observer, and/or take notes (during or immediately after, in writing or as a voice recording).
12. Refrain from giving legal advice, investment advice or safeguarding advice.¹
13. Promote and seek to ensure appropriate behaviour towards one another and ensure that situation and person appropriate boundaries are maintained.

¹ Clients should be directed to their safeguarding lead or, in the absence of such a lead, to Christian Safeguarding Services and/or ThirtyOneEight.

14. If working in groups, seek to ensure that necessary behavioural and interpersonal boundaries are clearly explained and consistently implemented.
15. Ensure that wherever possible any physical contact is client led.
16. Ensure proportionate physical intervention is only used as a last resort to ensure the safety of an individual or the group.
17. Not engage in any sexualised, aggressive, humiliating, demeaning or discriminatory (etc) language or behaviour.
18. Act with fairness and treat each person equitably; avoiding discrimination or favouritism.
19. Seek to avoid any language or behaviour or adopting any attitude that could lead to misunderstanding.
20. Report any concerns to the Reach Ministries Safeguarding Coordinator [Lizi Pacifico](#).
21. Report any wrongdoing by colleagues, including behaviour and/or words which concerning, to the Coordinator and/or the Reach Trustees.
22. Seek to speak and act in line with the [Reach Ministries Culture Statement](#).