



Code of Conduct for Youth Leaders

At all times participants taking part in the AONB & Geopark Youth Leader Programme must act with appropriate and respectful behaviour. This code of conduct is designed for participants and staff members wellbeing and safety.

Participants should:

- Take responsibility for their own actions
- Respect the interests of other people
- Care for the environment
- Participate fully with activities
- Work as part of a team and support the aims of the team
- Follow instructions from staff

Participants should never:

- Engage in physical or suggestive games of horseplay
- Display any forms of bullying behaviour
- Use vulgar or abusive language, or language of a sexual nature including innuendo. Abuse equipment or facilities. Any wilful, negligent or deliberate damage to property must be paid for by the person who caused it.
- Conduct themselves in a manner that offends, annoys or cause distress to others or members of staff. This includes any behaviour that involves racism, sexism, sectarianism or bullying.
- Use personal electronic devices e.g., cameras, mobile phones to take photographs and videos of other participants or staff.
- Consume alcohol, illegal or performance enhancing drugs, or smoke during the course of an activity.
- Make personal statements that upsets others
- Misuse the equipment
- Leave an activity without permission

When participants choose to engage in behaviours that are unacceptable the following will be used:

Yellow and Red Card System

1. Before a card is given a staff member will speak to the participant giving them an opportunity to change their behaviour/s.



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2. If the unacceptable behaviour continues a yellow card will be issued and the Senior Leader will be informed. At this stage the parent or legal guardian (if under 18) will be contacted.
3. A red card will be given if there is no improvement in behaviour.
 - The youth leader will be informed that a red card has been issued.
 - If under 18 - The parent or legal guardian will be contacted and informed of their behaviour and asked to meet with the leader-in-charge to decide the way forward.
 - In extreme cases this may result in time off from future session/s.
 - The use of substances will result in an immediate red card

The participants will be given a thorough briefing on the Code of Behaviour; this is also provided in written form in the information supplied to participants.

The following are examples of unacceptable behaviours:

- Not following instructions from staff
- Swearing
- Making personal statements that upsets others
- Misusing the equipment
- Use of personal electronic devices and or mobile phones to take photos or videos
- Leaving the activity without permission
- Use of substances

Suspensions and Exclusions

Persistent unacceptable behaviour will result in the following: Suspension.

- Only in the event of an extremely serious or dangerous incident will the youth leader be suspended from a scheme/activity with immediate effect e.g. substance abuse. In such circumstances, if under age the child's parent/guardian will be contacted and be asked to collect their child. After an immediate suspension has taken place, the Manager/Senior
- Leader will arrange a meeting with the youth leader concerned (and their parents) to discuss the incident and decide if/when it will be possible for them to return to the scheme/activity. Suspensions should be consistent, fair and proportionate to the behaviour concerned. In setting such a sanction, consideration is given to the youth leader's age and maturity. Any other relevant information about the child and their situation will also be considered.
- Managers/Senior Leaders should always keep parents informed about behaviour

By completing the registration documentation, you/your guardian are accepting this agreement.



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