

## **YAFA Code of Conduct for People working with Children**

To ensure that all forms of abuse are prevented and to help protect people who work with young people the following guidelines should be followed:

- Always be publicly open when working with children. Avoid situations where you and an individual child are completely unobserved.
- There is no 'private' room within the YAFA area, if a young person needs to be spoken to, TWO YAFA Staff must be present.
- YAFA will have a gender mix, and therefore MUST always be supervised by at least one male adult and one female adult Yafa staff member.
- YAFA Staff and volunteers must respect the rights and dignity and worth of all and treat everyone with equality.
- YAFA Staff and volunteers must place the well being and safety of the young person first above the development of performance.
- Adults must ensure that the activities which they direct or advocate are appropriate to the age, maturity and ability of the young person e.g. they must not show a rated 15 movie to 14 year olds.
- Adults should always promote the positive aspects of YAFA (e.g. participation, learning, endeavour with success, fun)
- Adults should never overtly criticise YAFA or use sarcasm where it may cause the child to lose self-esteem or confidence.

### **Everyone should also be aware that as a rule it is not allowed to:**

- Spend amounts of time alone with children away from others
- Take children alone on a journey out of the YAFA area.

If you accidentally hurt a child, or cause distress in any manner, or the child appears to be sexually aroused by your actions, or misunderstands, or misinterprets something you have done, report the incident as soon as possible. Parents/carers should also be informed of the occurrence.

### **You should never:**

- Engage in sexually provocative games.
- Permit children to use inappropriate language unchallenged
- Make sexually suggestive comments to a child, even in fun
- Allow allegations made by a child to go unchallenged, unrecorded or not acted upon
- Do things of a personal nature that a child can do for itself. However it may be necessary for a volunteer to do things of a personal nature for children particularly if they are very young or disabled. Such tasks should only be carried out with the full understanding and consent of the parent/carer. There is also a need in these instances to be responsive to the child's reactions - if a child is fully dependant upon you talking with him/her about what you are doing and give choices where possible.
- Agree to meet a young person on your own

## **Participants with disabilities**

- Children or young people with disabilities should have the same rights and opportunities as others involved in YAFA to have fun and be safe.

## **Discipline**

When discipline is used it should be with the clear intention of teaching or reinforcing appropriate behaviour. It must not be used impulsively, to gain power, or to embarrass or humiliate a young person. Two people must be present to explain what was unacceptable.

Discipline should be used only to:

- Develop a sense of responsibility for behaviour;
- Develop respect for others and their property;
- Reinforce positive behaviour or attitudes;
- Reinforce awareness of health and safety aspects of the activity.

Parents must be informed if a YAFA Participant is to be spoken to over inappropriate behaviour. There is '3 strikes and you are out' policy within YAFA. Given the nature of young people, we will allow two minor incidences of bad behaviour, before James and Stef, along with Alice Lawson in consultation with the relevant YAFA staff, will make a decision to withdraw a welcome to an individual.

If a serious incident occurs, of violence, severe abusive behaviour, or an attempt or intentional harm to others, Parents and Alice Lawson must be immediately informed, and under consultation with the area heads and staff concerned, will consider withdrawing the welcome to an individual.

Discretion in this regard is very important, and during a sporting game, emotions can run high, this will be taken into account.