

Seeds4Success Behaviour Code for young people

Why we have a behaviour code

We have a code of behaviour to make sure everyone who takes part in Seeds4Success's activities knows what is expected of them and feels safe, respected and valued.

Expected behaviour is described in our Youth Charter called Roots2Success. This was developed by young people and staff at Seeds4Success.



OUR YOUTH CHARTER

'ROOT2SUCCESS'

These are the expected behaviours and values that we have chosen to abide by and promote through our charity.

These are our 'Roots2Success'.

1. Treat others how you would like to be treated with equality and fairness.
2. Respect yourself and others with dignity and pride.
3. Grow out of stereotypes, leave behind a better image and plant new perceptions.
4. Provide a welcoming and open environment for all young people.
5. Absorb our surroundings, savour our society and branch out into our communities.
6. Challenge yourself and each other to overcome obstacles.
7. Recognise your existing strengths and learn new skills.
8. Nurture our commitment, culture new ideas and spring into future.

All of us at Seeds4Success must make sure that everyone taking part in our sessions and using our transport has seen, understood and agreed to follow Our Youth Charter 'Roots2Success' and this code of behaviour, and that they understand what will happen if there is inappropriate behaviour.

We expect people who take part in our sessions and using our transport to display appropriate behaviour at all times. This means never encouraging behaviour, or behaving in a way that promotes discrimination, bullying, aggression, intimidation or verbal or physical abuse of another person. Discrimination includes that related to race, religion, creed, colour, national and ethnic origin, political beliefs, gender, sexual orientation, age, disability (including physical and mental health conditions), where someone lives, social class, or income level. If you are not sure what any of these terms mean, please ask a member of staff or peer leader.

It also means listening to and following the instructions of the staff, volunteers or peer leaders so that you and others at the session or using our transport are safe.

This code of behaviour aims to:

- identify acceptable and unacceptable behaviour
- encourage cooperation, honesty, fairness and respect
- create an environment where your self-esteem, self-respect and self-confidence will grow
- encourage you to recognise and respect the rights of others
- encourage you to take responsibility for your own behaviour
- help resolve conflicts and make it clear what will happen if you decide not to follow the code.

Dos and don'ts for young people

You should:

- be supportive and kind to others
- be friendly
- listen to others
- be helpful
- have good manners
- treat everyone with respect
- be aware of your own safety and the safety of others
- take responsibility for your own behaviour
- talk to a trusted adult or friend about anything that worries or concerns you
- follow our Youth Charter, this code of behaviour and other session rules
- join in and have fun!

You shouldn't:

- be disrespectful to anyone else
- bully other people (online or offline)
- behave in a way that could be intimidating
- behave in a way that makes you or others unsafe
- be abusive towards anyone.

What happens if you do not to follow the code of behaviour?

Minor or first-time incident

If you behave in a way that doesn't follow our behaviour code, our staff, volunteers or peer leaders will talk to you about how young people should behave at sessions and ask you to change your behaviour.

This gives you the chance to think and to plan how you could behave differently, with support from staff and/or volunteers or peer leaders.

Formal warning

If you continue not to follow the code of behaviour after your first reminder, or if your behaviour is more serious, you will be given a formal warning by the lead worker running the session

They will make a record about what happened and inform the Charity Director (Jaki) and your parents or carers if it is appropriate. They will also talk with you about what happened and agree what support you need to improve your behaviour in the future.

We might also decide that further steps should be taken, such as restricting you from taking part in some sessions for a short while.

Final warning

If the support we have put in place isn't helping you to change your behaviour, we might need to give you a final warning. Again, this will be recorded and we'll inform your parents or carers as appropriate.

At this point, we might need to talk with you and your parents or carers about other Seeds4Success projects or other services that might be more able to give you the support you need.

Safeguarding

If any member of staff or volunteer becomes concerned that your behaviour suggests you might be in need of protection or that you might present a risk of harm to other young people, they will follow our child protection procedures. This might involve making a referral to the local authority.

If child protection procedures are necessary, we will talk this through with you and your parents as soon as possible, unless doing so would put you in danger or interfere with a police investigation.

The role of parents and carers

We see parents and carers as important in encouraging positive behaviour and will involve them as appropriate.

We will always inform and involve your parents or carers if you receive a formal warning about your behaviour, unless doing so would put you in danger.