

# Behaviour Code

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## Purpose

This behaviour code outlines the conduct expected at the Yorkshire Schools Dance Festival by all staff involved in its delivery. This includes freelance staff, 3rd party providers, students on work placement, volunteers and anyone who is undertaking specific duties for the organisation/event, whether paid or unpaid.

The behaviour code aims to help us protect children and young people from abuse and reduce the possibility of unfounded allegations being made.

Lauren Frost (Event Manager) must make sure that everyone taking part in our event has seen, understood and agreed to follow the code of behaviour and that they understand the consequences of inappropriate behaviour.

## The role of staff and volunteers

You are responsible for ensuring that we provide a safe environment for not only children and young people but also the staff and adults that accompany them as well as members of the public who attend the performance.

It has been made clear to schools and groups participating in the Festival that they are responsible for the safety and wellbeing of the children and young people they bring to the Event. This duty of care extends across all activities and locations. When working with children and young people, however, you are acting in a position of trust. You are likely to be seen as a role model and must act appropriately.

This includes:

- ensuring equipment is used safely and for its intended purpose
- staying within the law at all times
- modelling good behaviour for children and young people to follow
- challenging all unacceptable behaviour and reporting any breaches of the behaviour code to the Event Manager
- reporting all allegations/suspensions of abuse following our reporting procedures
- This includes abusive behaviour being displayed by an adult or child and directed at anybody of any age.

## Rights

You should:

- treat children and young people fairly and without prejudice or discrimination
- understand that children and young people are individuals with individual needs
- respect differences in gender, sexual orientation, culture, race, ethnicity, disability and religious belief systems between yourself and others, and appreciate that all participants bring something valuable and different to the group/event
- challenge discrimination and prejudice

## Relationships

You should:

- ensure your contact with children and young people is appropriate and relevant to your role
- ensure that there is more than one adult with an allocated supervisory role present during any activities with children and young people you oversee.
- to decline any invitations from a child/young person if they ask for or say they need some private time with you. You must refer this request to either the Event Manager or the adult responsible for the supervision and safety of the individual.
- only provide personal care in an emergency and make sure there is more than one adult present. This is unless you are working under specific circumstances where it has been agreed that the provision of personal care is part of your role and you have been trained to do this safely.

## Respect

You should:

- listen to and respect children at all times
- In some cases it may be necessary to break confidentiality in order to follow child protection procedures; if this is the case it is important to explain this to the child or young person at the earliest opportunity.

## Unacceptable behaviour

When working with children and young people, you must not:

- allow concerns or allegations to go unreported
- take unnecessary risks
- smoke, vape, consume alcohol or use illegal substances
- develop inappropriate relationships with children and young people
- make inappropriate promises to children and young people
- engage in behaviour that is in any way abusive. This includes having any form of sexual contact with a child or young person
- let children and young people have your personal contact details (mobile number, email or address) or have contact with them via a personal social media account
- act in a way that can be perceived as threatening or intrusive
- patronise or belittle children and young people
- make sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to or in front of children and young people
- take any photographs or video footage unless specifically charged with doing so by the Event Manager or Event Producer

## Upholding this code of behaviour

You should always follow this code of behaviour and never rely on your reputation or that of our organisation to protect you.

If you have behaved inappropriately you will be subject to our safeguarding procedures.

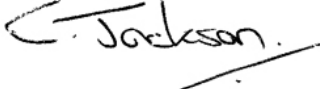
Depending on the seriousness of the situation, you may be asked to leave the Yorkshire Schools Dance Festival. We may also make a referral to statutory agencies such as the police and/or the local authority child protection services.

If you become aware of any breaches of this code, you must report them to Lauren Frost, Event Manager.

**We are committed to reviewing our policy and good practice annually.**

This policy was last reviewed on: 30th May 2022

It will be audited annually and updated when required.

Signed: .....  .....

Colin Jackson, Producer, Yorkshire Schools Dance Festival

Date: 30th May 2022