



Urban Circle Newport Code of Conduct (Young people)

1. Purpose of policy:

1.1 The Code of Conduct (Participants) is what is expected of young people participating in Urban Circle Newport activities in leadership roles. Urban Circle Newport staff also follow a Code of Conduct, and this can be shared with you if you would like to see it.

1.2. Engagement in Urban Circle Newport activities is voluntary, i.e. children, young people and adults choose to become involved. This choice carries expectations as to how you conduct yourself. This code of conduct sets out these expectations.

1.3 The Urban Circle Newport Youth Leadership team has participated in writing this code of conduct. This policy will be reviewed annually and young people are invited to contribute on an ongoing basis.

1.4 Young people in paid and voluntary leadership roles will be inducted and this code of conduct will form part of that induction.

1.5 Conduct, engagement and behaviour is informally observed and monitored on a day to day basis through everyday interactions and activity.

1.6 Urban Circle Newport takes an educative, enabling and empowering approach and recognise their responsibility to support young people to engage with these expectations. In cases of minor breaches of this code of conduct Urban Circle Newport will take informal measures such as setting clear targets and expectations and/ or reminders, monitoring progress over a reasonable time period, providing additional support and using restorative practices or mediation where conflict has occurred. Mediation does not decide on who is right or wrong. Nor can the parties be forced to undertake mediation; it must be a purely voluntary process.

1.7 Trustees will review this policy annually.

2. Who does this relate to?

2.1 Young people in leadership roles with Urban Circle Newport. This includes Youth Leadership team members, mentors, apprentices and other young people employed or volunteering in a leadership capacity and with responsibility that extends beyond typical participation in open access activities.

3. General principles applicable to all participants

3.1 Urban Circle Newport values children and young people as individuals, respects their rights and upholds the United Nations Convention on the Rights of the Child (UNICEF, 1989). In doing so all participants are required to adhere to Urban Circle Newport expectations, with respect to their own behaviour.

3.2 If young people or others have a concern about the wellbeing or safety of another person they are encouraged to share this information with an Urban Circle Newport staff member.



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3.3 Participants are expected to recognise the rights and dignity of each other by being supportive and respectful, challenging appropriately and working together in a context of mutual trust, courtesy, respect, fairness and good faith. We acknowledge that this comes with time and is a process that young people should be supported to engage in.

3.4 Participants are asked to abide by all Urban Circle Newport policy, procedures and risk assessments, listening and responding to Urban Circle Newport staff when they give us reasonable instructions as to the above.

3.5 Participants should attend, behave and act in line with the expectations of the ground rules on the activity they are engaging with.

3.6 Participants are expected to work alongside Urban Circle Newport staff to resolve conflicts together.

3.7 Participants should not engage in Urban Circle Newport activities under the influence of substances that might impair our judgement and conduct.

3.8 Participants must never behave in ways which may be disrespectful, aggressive, degrading, dangerous, exploitative, intimidating, psychologically damaging or physically harmful to others.

3.9 Participants are asked to respect the physical and emotional privacy of each other.

3.10 Participants should never engage in sexually provocative or rough physical behaviour such as play fighting.

3.11 Participants should be mindful of the language used when engaged in Urban Circle Newport activities and recognise that they will be challenged if expressing views that may be offensive to or distress others.

3.12 Participants must not smoke or vape inside Urban Circle Newport spaces.

3.13 Participants should never be in possession of weapons or items that could be used as weapons when engaging in Urban Circle Newport activities.

3.14 Participants are expected to engage in a reflective/restorative conversation before returning to any activity that they have been asked to leave.

4. Dates

Urban Circle Newport is committed to reviewing policies annually. This policy statement will be implemented from 1st April 2024 replacing:

Name of policy	Organisation	Date
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**Urban Circle Newport
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Code of Conduct: Young people (behaviour)	UC	2018
Code of Conduct: Young people (behaviour)	GX	2019; 2021
Young people behaviour management	GX	2019; 2021

This policy will be reviewed before 1st April 2025.

Signed: Loren Henry



Date: 01 April 2024