

YOUTHSAYERS

Youthsayers young person's code of conduct

This Code of Conduct is designed to create a safe, respectful, and supportive environment where everyone can grow, learn, and enjoy their journey in music and performance. Please read it carefully and follow these guidelines to help make our rehearsals, workshops and gigs great for everyone.

1. Respect Each Other

- Treat all members, staff, and volunteers with kindness and respect. No bullying, teasing, or discrimination of any kind will be tolerated.
- Respect each other's space, time, instruments and belongings.
- Encourage your fellow performers and celebrate everyone's talents.

2. Be Committed

- Show up on time for all sessions and performances. Consistency helps you and your group grow.
- Give your best effort in all activities, whether rehearsals, workshops or performances.
- If you're unable to attend a session, let us know in advance.
- If your circumstances mean that you are finding it difficult to attend regularly, please let us know as we may be able to help.

3. Be Open to Learning

- Be willing to try new things and step out of your comfort zone. Every challenge is a chance to grow.
- Accept feedback positively. It's meant to help you improve.
- Support your peers by being a good listener and team player.

4. Respect the Space & Equipment

- Take care of all equipment (instruments, microphones, etc.) provided. Use it responsibly and return it after use.
- Keep rehearsal, workshop and performance spaces clean and tidy.
- If something breaks or isn't working, let a staff member know.
- Help leaders set up and pack away equipment and start and end of sessions.

5. Stay Safe

- Follow safety instructions at all times.
- Report any unsafe or uncomfortable situations to a staff member immediately.
- Take care of yourself and others by using equipment properly and acting responsibly.

6. Positive Attitude

- Bring a positive attitude to every session. Music and performance are all about expressing yourself and having fun.
- If you're feeling frustrated or overwhelmed, talk to a staff member. We're here to support you.

7. No Harmful Behaviour

- No drugs, alcohol, or harmful substances are allowed at any sessions or performances.
- Physical violence, theft, or any other form of harmful behaviour will not be tolerated.
- Online behaviour matters too! Be respectful and positive when interacting with others on social media or messaging platforms related to the group.

8. Inclusive & Welcoming

- Our space is for everyone. Celebrate diversity in culture, background, and ability.
- Help make sure that everyone feels included and valued, no matter their level of experience.

9. Respect Privacy

- Respect the privacy of your fellow participants. What happens in our sessions should stay within the group unless everyone agrees to share.
- Do not share personal information (yours or others) without permission.

10. Have Fun and Be Creative!

- This is your chance to express yourself and develop your skills. Enjoy the process of learning, creating, and performing together.

By following this Code of Conduct, you are helping to create a positive, supportive, and fun environment for everyone.

Youthsayers staff & volunteer's code of conduct

As staff and volunteers, your role is vital in creating a safe, inclusive, and inspiring environment for young people to develop their music and performance skills. This code of conduct outlines the expectations and responsibilities you have to help ensure the best experience for all participants.

1. Respect & Inclusivity

- Treat all young people, staff, volunteers, and visitors with kindness, dignity, and respect at all times.
- Ensure that everyone feels welcome, regardless of their background, identity, or ability.
- Never engage in or tolerate discriminatory behaviour, bullying, or harassment. Be a role model in fostering inclusivity.

2. Create a Safe Environment

- Maintain a safe physical and emotional space for participants. Ensure health and safety procedures are always followed.
- Report any safeguarding concerns, incidents, or risks to the appropriate person immediately.
- Uphold the charity's safeguarding policy and complete all necessary safeguarding training.

3. Be a Positive Role Model

- Lead by example in your behaviour, language, and actions. Demonstrate professionalism and kindness.
- Model the values of respect, responsibility, and perseverance in everything you do.
- Avoid inappropriate behaviour or language that could set a negative example for young participants. This includes language which carries negative value judgements.

4. Support & Empower Young People

- Encourage creativity and self-expression. Allow young people to explore their skills in music and performance at their own pace.
- Offer constructive feedback that helps build confidence and develop talent.
- Listen to young people and take their ideas, concerns, and contributions seriously.

5. Maintain Professional Boundaries

- Keep a professional distance. Avoid friendships or relationships with participants that blur the lines of your role as a staff member or volunteer.
- Avoid being alone with young people where possible. Follow policies on one-to-one interactions, and ensure transparency.
- Do not share personal contact details (such as your phone number or social media accounts) with participants.

6. Confidentiality

- Respect the privacy of participants and their families. Do not share personal information without proper consent, unless there is a safeguarding concern.
- Be mindful of confidentiality in conversations with colleagues and avoid gossip.

7. Commitment & Reliability

- Be punctual and reliable in attending sessions, events, and meetings. Consistency helps build trust with participants.
- Inform your team as soon as possible if you are unable to attend a session or if your availability changes.
- Prepare adequately for sessions to ensure you are providing the best possible experience for participants.

8. Encourage a Positive Atmosphere

- Cultivate an environment where learning, creativity, and self-expression can thrive.
- Encourage collaboration and teamwork among participants and staff.
- Ensure that everyone enjoys the process as much as the final performance outcome.

9. Handle Equipment & Resources Responsibly

- Ensure that all equipment (instruments, tech gear, etc.) is handled properly and maintained in good condition.
- Teach participants to respect and care for the resources provided.
- Report any damage or issues with equipment to the appropriate team members.

10. Promote Personal Growth & Development

- Continuously seek opportunities to grow in your role. Engage in ongoing professional development and training offered by the charity.
- Be open to feedback from peers, young people, and supervisors, and use it as an opportunity to improve.

11. Avoid Conflicts of Interest

- Declare any conflicts of interest that may affect your ability to carry out your duties impartially.
- Ensure that your involvement in the charity is in line with its mission and does not compromise the charity's values or objectives.

12. Be Drug & Alcohol-Free

- Do not consume or be under the influence of drugs or alcohol while working or volunteering with the charity, either in-person or online.
- Report any incidents where young people or staff may be under the influence during sessions or events.

13. Online & Social Media Conduct

- Engage with participants on charity-approved platforms only, and keep all interactions professional and appropriate.
- Do not share or post any content (photos, videos, etc.) of participants without obtaining necessary permissions from the charity and parents or guardians.

- Be mindful of your personal social media presence and ensure it aligns with the charity's values.

By adhering to this Code of Conduct, you contribute to a positive, safe, and enriching environment where young people can thrive, express themselves, and develop their talents. Your commitment to these guidelines helps ensure that all participants have a memorable and meaningful experience.