

Code of Behaviour - for All Those Working with Youth at the New Venture Theatre

All those working with children should not:

1. Spend excessive amounts of time alone with children, away from others. Meetings with individual children should be avoided or take place within sight of others. If privacy is needed, the door should remain open and other members or volunteers should be aware of the meeting.
2. Make unnecessary physical contact with children. However, there may be occasions when physical contact is unavoidable, such as providing comfort at times of distress, or physical support in teaching moves or similar. In all such cases contact should only take place with the consent of the child.
3. Take children alone in a car, however short the journey. Where this is unavoidable, it should be with the full knowledge and consent of the parents (or guardians).
4. Meet children outside of organised activities, unless it is with the knowledge and consent of the parents and the person in charge of the event.
5. Start an investigation or question anyone after an allegation or concern has been raised. This is the job of the authorities. You should just record the facts and report these to a designated person.
6. Ever (even in fun):
 - Initiate or engage in sexually provocative conversations or activity.
 - Allow the use of inappropriate language to go unchallenged.
 - Do things of a personal nature for children that they can do themselves.
 - Allow any allegations made by a child go without being reported and addressed, or either trivialise or exaggerate child abuse issues.
 - Make promises to keep any disclosure confidential from relevant authorities.
- 7. Show favouritism to any one child, nor should they issue or threaten any form of physical punishment.

All those working with children must:

8. Respect children's rights to privacy and encourage children to feel comfortable enough to report attitudes or behaviour they do not like.
9. Act with discretion with regards to their personal relationships. They should ensure their personal relationships do not affect their leadership role within the company. All pre-existing relationships between members/volunteers should be declared.
10. Refrain from consuming alcohol for a period of at least 12 hours prior to assuming responsibility for any child or children; or if they have been identified as a duty officer for any period of time.
11. Be aware of the procedures for reporting concerns or incidents, and should familiarise themselves with the contact details of the designated persons.
12. If a member or volunteer finds himself or herself the subject of inappropriate affection or attention from a child, they should make others aware of this.
13. If a member or volunteer has any concerns relating to the welfare of a child in their care, be it concerns about actions/behaviours of another members or volunteer or concerns based on any conversation with the child; particularly where the child makes an allegation, they should report

this to a designated person.

12. All NVT members will ensure that:

- A balanced relationship based on mutual trust is built which empowers the children to share in the decision-making process;
- Enthusiastic and constructive feedback will be given rather than negative criticism;
- Bullying is not accepted or condoned and will be reported;
- All adult members recognise their responsibility in providing a positive role model for dealing with other people;
- Action will be taken to stop any inappropriate verbal or physical behaviour;
- they are kept up-to-date with health and safety legislation;
- they will keep informed of changes in legislation and policies for the protection of children;
- they undertake relevant development and training;
- we hold an up-to-date record of every child involved with the NVT/NVYT and will retain a contact name and number in case of emergencies.

Signed (NVYT Group Leader)

Signed (Volunteer)

Date