

# CODE OF BEHAVIOUR

**At NYCI we are committed to making sure the young people we interact with have a positive experience and are kept safe and protected from harm when you participate in our activities or events. Below are the ways you can expect us to behave and act when we work with you.**

## Approaches you can expect when we interact with young people:

- Open minded
- Non judgemental
- Youth-led
- Collaborative
- Transparent
- Accountable
- Shared decision-making
- Flexible
- Rights-based
- Open to change

## Qualities we will demonstrate when we interact with young people:

- Fair
- Friendly
- Welcoming
- Kind
- Understanding
- Caring
- Patient
- Enthusiastic
- Passionate
- Sensitivity
- Supportive
- Inclusive



## What we will do:



- ✓ Take you seriously.
- ✓ Believe you.
- ✓ Fulfil our legal responsibility to keep you safe if we think you may be experiencing harm by talking to Tusla or the Gardai.
- ✓ Prioritise your welfare and provide a safe environment.
- ✓ Treat you with dignity and respect.
- ✓ Advocate for you and support you to advocate for yourself.
- ✓ Actively listen to you and hear about the issues that concern you.
- ✓ Involve you in decision-making.
- ✓ Encourage you to be active citizens.
- ✓ Lead by example and be positive role models.
- ✓ Be honest about what we can offer you and what we can do.
- ✓ Avoid favouritism.
- ✓ Create safe, open spaces that support you to engage in our programmes or projects.
- ✓ Actively make sure our spaces and activities are accessible to everyone and make reasonable accommodations to be as inclusive as possible.
- ✓ Do our best to reach out to under-represented groups so your voices are heard, and you are included.
- ✓ Recognise the inherent skills and capabilities you bring and offer support to realise your potential fully.
- ✓ Inform NYCI management if we suspect, witness, or receive information that NYCI personnel is breaching this code of behaviour in any way.
- ✓ Carry out risk assessments when we're organising events or trips away to ensure you're safe when attending an NYCI event or representing NYCI.
- ✓ Ensure we have sufficient numbers of adults present at our events/activities to make sure there is enough supervision (minimum 1:8 with an additional adult. Higher ratios will be considered based on the activity and the needs of the young people).
- ✓ Ensure appropriate sleeping arrangements are in place for any residential trips or overnights.
- ✓ Make sure all our staff are trained and will keep you safe from harm when you engage with us.
- ✓ Respond to any claims of bullying or abuse and follow our safeguarding and anti-bullying procedures.
- ✓ Create group agreements with you to ensure everyone knows what behaviour is expected of them when they participate in NYCI activities/events and to ensure no one experiences bullying or abusive behaviour from their peers.
- ✓ Make sure you know who you can talk to if you are unhappy with any part of our activity/event/project while interacting with NYCI.

## What we won't do:



- ✗ Ignore any concerns you share with us, especially if someone is causing you harm.
- ✗ Judge you, patronise you, shame you, compare you, or put you down.
- ✗ Use offensive, racist, homophobic, inappropriate, sexualised, or otherwise discriminatory language.
- ✗ Bully you or behave in any way that could be considered abusive – emotionally, physically or sexually.
- ✗ Use any form of physical punishment.
- ✗ Act in a way that can be perceived as threatening or intrusive.
- ✗ Presume we know best.
- ✗ Drink alcohol or use illegal substances while we are working for NYCI and around you.
- ✗ Be alone with you unless a specific piece of work has been agreed upon and this has been communicated and agreed with you, your parents/guardians and senior NYCI management.
- ✗ Contact you outside of the agreed official NYCI communication channels which will be decided when you sign up.
- ✗ Initiate any unnecessary physical contact with you. If physical contact is necessary, the reason for it will be explained, it will only happen with your consent, it will be open, initiated by you and acceptable to all parties.
- ✗ Travel alone with you in our cars. Where this is absolutely necessary, we will let your parents/guardians know and seek their consent and will also have to let NYCI senior manager know so this can be recorded.

All NYCI personnel are familiar with this code of behaviour, have agreed to abide by it, and are committed to upholding it. If anyone behaves inappropriately or breaches this code, they will be subject to our disciplinary procedures and may be reported to Tusla or the Gardai. If someone is breaching our Code of Behaviour, please contact our Director of Programmes Alison Fox by phone 086 1083093 or by email [alison@nyci.ie](mailto:alison@nyci.ie).

