

AFCCT YOUNG PEOPLE'S CODE OF CONDUCT

Purpose: This Code of Conduct aims to ensure everyone who participates in Aberdeen Football Club Community Trust's (AFCCT) activities understands what is expected of them and feels safe, respected and valued. AFCCT will ensure that everyone taking part in our activities have seen, understood and agreed to follow this Code of Conduct, and that they recognise the consequences of inappropriate behaviour.

1. Principles — AFCCT staff and volunteers will:

- 1.1 Identify acceptable and unacceptable behaviour.
- 1.2 Encourage cooperation, honesty, fairness, and respect.
- 1.3 Create an environment where self-esteem, self-respect and self-confidence will grow.
- 1.4 Encourage you to recognise and respect the rights of others.
- 1.5 Encouraging young people to express their views and understand their rights using the GIRFEC principles and values.
- 1.6 Encourage you to take responsibility for your own behaviour.
- 1.7 Help resolve conflicts and make it clear what will happen should you decide not to follow the code.

2. During AFCCT Activities Children and Young People are expected to:

- 2.1 Treat others with respect.
- 2.2 Respect the rights, dignity and worth of all participants regardless of age, gender, ability, social class, race, cultural background, religious belief, or sexual identity.
- 2.3 Commit to zero tolerance of violence and aggression including any abusive language.
- 2.4 Commit to a zero tolerance of smoking, drinking alcohol or taking non-prescribed or illegal drugs while in the care of AFCCT activities.
- 2.5 Refrain from attending any AFCCT activity under the influence of drugs or alcohol.
- 2.6 Take responsibility for your own behaviour.
- 2.7 Commit to zero tolerance of bullying including any form of cyber bullying online.
- 2.8 Refrain from trying to contact AFCCT staff on any personal devices such as mobile phones or on social media platforms.

3. What happens if a young person decides not to follow the code?

- 3.1 This Code of Conduct is part of our process for ensuring everyone who takes part in AFCCT activities receives the support they need.

3.2 AFCCT operate a 3-tier action system to breach of the Code of Conduct as below:

3.2.1 **Minor or first-time** incident If a young person behaves in a way that does not follow our Code of Conduct, our staff or volunteers will outline where they have broken the Code, remind them of their obligations to comply and request that they follow the Code going forward. They will give them an opportunity to change their behaviour. This gives the young person the opportunity to think and to plan how they could behave differently going forward, with support from staff and/or volunteers.

Formal warning If the young person continues to ignore the Code of Conduct after the first reminder, or if the behaviour is more serious in nature, a formal warning will be given by the AFCCT person responsible for running the activity (AFCCT Lead). The AFCCT Lead will record the incident and will inform the parents or carers of the young person if this is appropriate. The AFCCT Lead will also talk with the young person about what happened and agree what support may be needed to improve the behaviour in the future. AFCCT may also decide that a sanction is appropriate such as restriction from taking part in some activities.

Final warning If the support AFCCT have put in place is not helping to change the behaviour, a final warning may be given. Again, this will be recorded, and AFCCT would inform partner organisation parents or carers as appropriate pending any agreements in place. At this point, AFCCT may need to talk with partner organisation, parents or carers about other services that might be more able to give the support needed.

3.3 All projects and activities will follow the 3-step system.

3.4 Breaches of the Code of Conduct may also need reported if it is an incident, accident or near miss using our Accident, Incident or Near Miss process.

4. The role of the parents/carers and partner organisations

4.1 AFCCT see parents, carers, and partner organisations as valuable partners in promoting positive behaviour and will involve them as appropriate. AFCCT will always inform and involve parents or carers through our own channels or potentially through our partner organisations if a young person receives a formal warning about their behaviour, unless doing so would put them in danger.

4.2 Staff and volunteers can use this Code of Conduct as the basis to form their own individual session/programme or school conduct that is specific in detail, however must not contradict or conflict with this document.