



Code of Behaviour Policy

Part of the BYO Conduct and Behaviour Policy Suite

Britannia Youth Organisation CIC is a Community Interest Company registered in England and Wales.
Company No. 12515346 | Registered Address: 36 St Joseph's Rd, Ward End, Birmingham, B8 2JU

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Policy Title	Code of Behaviour Policy
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Owner	Designated Safeguarding Lead
Approved By	Hassan Kingsley, Governor
Cross-References	Safeguarding Policy Framework, Anti-Bullying Policy, Code of Conduct Policy, Organisational Values and Inclusion Framework, Recruitment, Selection and Onboarding Policy, Complaints Policy, Whistleblowing Policy, Managing Allegations of Peer-to-Peer Abuse

1. Introduction

This code of behaviour is in place to make sure everyone who takes part in The Britannia Youth Organisation's activities knows what is expected of them and feels safe, respected and valued.

The Britannia Youth Organisation must make sure that everyone taking part in our activities has seen, understood and agreed to follow the code of behaviour, and that they understand what will happen if there is inappropriate behaviour.

We expect people who take part in our services to display appropriate behaviour at all times. This includes behaviour that takes place during all activities, which includes travelling to and from activities and on the premises where we are delivering the activity, as well as behaviour that takes place online.

This Code of Behaviour is part of BYO's safeguarding arrangements and in particular links to our Safeguarding Policy.

2. Aim

- Identify acceptable and unacceptable behaviour
- Encourage cooperation, honesty, fairness and respect
- Create an environment where your self-esteem, self-respect and self-confidence will grow
- Encourage you to recognise and respect the rights of others
- Encourage you to take responsibility for your own behaviour
- Help resolve conflicts and make it clear what will happen if you decide not to follow the code

3. Do's and Don'ts for Children and Young People

You should:

- Be supportive and kind to others
- Be friendly
- Listen to others
- Be helpful
- Have good manners
- Treat everyone with respect
- Take responsibility for your own behaviour
- Talk to staff about anything that worries or concerns you
- Follow this code of behaviour and other rules (including the law)
- Join in and have fun!

You shouldn't:

- Be disrespectful to anyone else
- Bully other people (online or offline)
- Behave in a way that could be intimidating
- Be abusive towards anyone

This code of behaviour is part of our process for making sure everyone who takes part in our activities gets the support they need.

If You Have Concerns

If you have concerns about your own behaviour or another young person's behaviour, please tell a member of staff. We will listen to you and take you seriously.

You can speak to:

- Any member of BYO staff during activities
- Designated Safeguarding Lead: Joshua Hall, 07925 328 728
- Deputy Designated Safeguarding Lead: Hassan Kingsey: 07597 874 222

Minor or First-Time Incident

If you behave in a way that doesn't follow our behaviour code, our staff or volunteers will explain what you are doing and why it is not okay. They will then explain how you need to change your behaviour and ask you to do so.

This gives you the chance to think and to plan how you could behave differently, with support from staff and/or volunteers.

Formal Warning

If you continue not to follow the code of behaviour after your first reminder, or if your behaviour is more serious, you will be given a formal warning by the person running your activity.

They will make a record about what happened and inform your parents or carers if it is appropriate and safe to do so. They will also talk with you about what happened and agree what support you need to improve your behaviour in the future.

We might also decide that further steps should be taken, such as restricting you from taking part in some activities. We will carefully consider how to implement this to ensure it does not place you at risk and will provide appropriate support.

Final Warning

If the support we have put in place isn't helping you to change your behaviour, we might need to give you a final warning. Again, this will be recorded and we'll inform your parents or carers as appropriate.

At this point, we might need to talk with you and your parents or carers about other services that might be more able to give you the support you need.

Safeguarding

Our primary concern is the safety of all young people engaging in our activities. If we are concerned about your safety, or the safety of other young people, we will follow our safeguarding policy. You can ask to see a copy of this policy or view it on our website.

The Roles of Parents and Carers

We see parents and carers as important in encouraging positive behaviour and will involve them as appropriate.

We will usually inform and involve your parents or carers if you receive a formal warning about your behaviour, subject to our safeguarding policy.



Document Control:

- This policy should be read alongside our Safeguarding Policy Framework
- For procedures relating to allegations made against children and young people, refer to our Managing Allegations of Peer-to-Peer Abuse procedures
- This policy will be reviewed annually or following any significant incident

Reviewed by:

Hassan Kingsley, Governor

Date: 17/06/2025

Next Review Date: 17/06/2026

This policy forms part of BYO's commitment to safeguarding and should be read alongside our complete Safeguarding Framework.

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