

# Code of Conduct



## Urdd Gobaith Cymru

You are required to follow the guidelines below to ensure that the highest quality of Urdd provision is offered to all

1. The Welsh language **must** be encouraged at all events.
2. Everyone **must** be treated with respect.
3. Children and young people **must** be given the opportunity to express their views and contribute to decisions.
4. An example of good behaviour that you would like others to follow **must** be given.
5. Activities **must** be planned to ensure that more than one adult is present or that they can be seen or heard by others at least.
6. A young person's right to personal privacy **must** be respected.
7. Separate sleeping arrangements **must** be in place for leaders and children and young people.
8. The safe use of social media **must** be ensured and encouraged when communicating with children and young people.
9. Children and young people **must** be given the opportunity to discuss any issues that concern them.
10. Children and young people **must** be encouraged to feel comfortable and confident enough to draw attention to attitudes or behaviour they don't like.
11. Situations that may jeopardise your relationship with a young person **must** be avoided. As a worker / volunteer it is against the law for you to have a sexual relationship with a member who is under 18 years of age.
12. It **must** be remembered that your actions may be misinterpreted by someone else, even if your intentions are good.
13. The need for care and support at sensitive times **must** be recognised when discussing and advising on issues such as bullying, bereavement or abuse.
14. The principles and ethos of Urdd Gobaith Cymru **must** be implemented.

You are required to follow the guidelines below to ensure a high quality Urdd offer to all

1. **Do not** allow derogatory activities among members (e.g. admission rituals, other disparagement, bullying).
2. **Do not** be involved in physical games with children and young people.
3. **Do not** have inappropriate physical or verbal contact with children and young people.
4. **Do not** jump to conclusions about others without making sure of the facts.
5. **Do not** allow yourself to be drawn by inappropriate distractions such as a temper tantrum or a 'crush'.
6. **Do not** show favouritism towards any individual.
7. **Do not** make suggestive comments or signs in front of children and young people.
8. **Do not** let any disclosures or allegations of abuse go unrecorded or unreferred (see Urdd Gobaith Cymru's guidance on Safeguarding Children).
9. **Do not** believe "this can never happen to me".

**Don't forget that support is available from the professional staff at Urdd Gobaith Cymru.**

Staff registered with the EWC are also committed to following the EWC Code of Professional Practice.

You must behave in a professional manner bearing in mind that you represent the Urdd.

[urdd.cymru](http://urdd.cymru)