

Behaviour Code

Abergavenny Orchestral Society

This behaviour code outlines the conduct expected of all members of Abergavenny Orchestral Society, the Musical Director, and the Leader, who engage with children and young people through Abergavenny Orchestral Society and its activities. It also applies to other people working with Abergavenny Orchestral Society, or participating in activities or events organised by Abergavenny Orchestral Society. Hereafter referred to as Members and Associates

Purpose

Following this code will help to protect children from abuse and inappropriate behaviour from adults. It will also help all Members and Associates to maintain the standard of behaviour expected of them and will reduce the possibility of unfounded allegations of abuse being made against them.

Upholding this code of behaviour

All Members and Associates are expected to report any breaches of this code to the Designated Safeguarding Lead (DSL) or the Chairman under the child protection procedures.

Members or Associates who breach this code of behaviour may be expelled from, or asked to leave, Abergavenny Orchestral Society.

Serious breaches may also result in a referral being made to a statutory agency such as the police, the local authority children's social care department and/or the Independent Safeguarding Authority.

The role of all adult Members and Associates

When interacting with children and young people in activities or events organised by Abergavenny Orchestral Society all adults are acting in a position of trust. It is important that they are aware that they may be seen as role models by children and young people, and must act in an appropriate manner at all times.

When working with children and young people, it is important to:

- operate within Abergavenny Orchestral Society's principles and guidance and any specific procedures and policies, and report any breaches;
- follow Abergavenny Orchestral Society's Child Protection Policy and E-safety Policy and procedures at all times;
- listen to and respect children at all times;
- avoid favouritism;
- treat children and young people fairly and without prejudice or discrimination;
- value and take children's contributions seriously, involving children and young people in planning activities wherever appropriate;

- ensure any contact with children and young people is appropriate and in relation to the work of Abergavenny Orchestral Society;
- always ensure language is appropriate and not offensive or discriminatory;
- always ensure equipment is used safely and for its intended purpose;
- provide examples of good conduct you wish children and young people to follow;
- challenge unacceptable behaviour and report all allegations/suspicions of abuse;
- ensure that whenever possible, there is more than one adult present during activities with children and young people or if this is not possible, that you are within sight or hearing of other adults. If a child specifically asks for or needs some private time with you, ensure the DSL, deputy DSL, or Chairman knows where you and the child are;
- respect a young person's right to personal privacy;
- encourage young people and adults to feel comfortable and caring enough to point out attitudes or behaviour they do not like;
- recognise that special caution is required when you are discussing sensitive issues with children or young people.

You must not:

- patronise or treat children and young people as if they are silly;
- allow allegations to go unreported;
- develop inappropriate relationships such as contact with children and young people that is not directly related to activities or events organised by Abergavenny Orchestral Society, your job or role within another organisation, or agreed with the DSL, the Chairman or the young person's parent or carer;
- conduct a sexual relationship with a child or young person or indulge in any form of sexual contact with a child or young person. Any such behaviour between any adult Member or Associate and a child or young person participating in activities or events organised by Abergavenny Orchestral Society represents a serious breach of trust on the part of the Member or Associate and is not acceptable under any circumstances;
- give children and young people your personal contact details. All communication must be through the child or young person's parent or carer;
- make sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to or in front of children and young people;
- act in a way that can be perceived as threatening or intrusive;
- make inappropriate promises to children and young people, particularly in relation to confidentiality;
- jump to conclusions about others without checking facts;
- either exaggerate or trivialise child abuse issues;
- rely on your reputation or that of the organisation to protect you.

The role of parents and carers

Parents and carers are regarded as valuable partners in promoting positive behaviour and will be involved as appropriate.

In the event of their child becoming the subject of behaviour sanctions, parents/carers will be informed and involved.

Key People

Designated Safeguarding Lead: **Heather Leighton**

Deputy Designated Safeguarding Lead: **Bethan Barlow**

Chairman: **Peter Geraghty**