



# Code of Conduct – LGBTI+ Young People/ Adults

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## *BeLong To Youth Services*

BeLong To is fully committed to safeguarding and promoting the wellbeing of LGBTI+ young people and adults that access BeLong To Services.

BeLong To believes that it is important that young people, staff, volunteers, students, board of directors and all other relevant people show respect and understanding for the safety and welfare of others at all times.

The code of conduct has been developed bearing in mind good practices in the charity sector, and our strong desire to ensure that young people/adults who participate and avail of our services receive the best possible care, attention and protection that we can afford them.

With this in mind, it is important that this code is not viewed in isolation, and that it is part of a suite of policies and practices which we have put in place to ensure young people/adults, as well as staff, board directors, volunteers, students, donors and others that interact with us are treated with respect.

Other relevant documents include, but is not limited to, BeLong To's:

- Child Protection and Welfare Policy
- Child Safeguarding Statement
- Staff Code of Conduct
- Health and Safety Policy
- Vetting Policy
- Organisation Risk Register
- Staff Handbook
- Ethical Fundraising Policy
- Data Protection Policy

The Code is mandatory. Where a breach of this code occurs, BeLonG To reserves the right to take actions as deemed proportionate to safeguarding for those, in our services and the integrity of the service as a whole.

Our Code of Conduct is kept under regular review (6month review September 2018).

## **BeLonG To is committed to:**

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- Providing a welcoming, inclusive, supportive, safe and fun space for young people and those that work/volunteer with us.
- Conducting our work with integrity, honesty, openness and respect
- Promoting human rights, social justice, solidarity and intersectional equality
- Collaboration and youth participation with those we represent
- Being a better and a learning organization

## **Expectations of Service Users**

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As a participant within BeLonG To you are expected to adhere to the following code of conduct:

- Show respect to each other and staff.
- Be friendly and welcoming to new members.
- Engage in the service in a fair and trustworthy manner (no stealing, no targeting young people, staff, or volunteers with inappropriate behaviour).
- No violent or aggressive behaviour.
- Adhere to 'Group Rules'. - (Confidentiality, no derogatory language, respect, be nice, phones off/silent, listen, equality, sobriety, no excessive PDAs and be safe, keep safe, stay safe).
- Respect the rights, dignity and worth of all participants regardless of age, gender, sexual orientation, ability, race, cultural or class background or religious beliefs.
- Refrain from all types of bullying including using new technologies like Facebook, Snap Chat, Instagram, or texting.
- Do Not get involved in peer pressure, do not put yourself or others under pressure to do something they do not want to do.
- Respect each other's personal boundaries (report to staff if you feel personal boundaries are not being respected).
- If engaged within an 'Equal Partnership' process, respect the guidelines and values (Equal Partnership Guidelines and Theory, on BeLonG To Website)

- Strive for inclusivity, do not form cliques which exclude or alienate others.

## **LGBTI+ Young People have the right to:**

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- Feel safe and supported in BeLonG To Services - Peer Groups, Peer Lead Campaigns, Monday Chats and other areas of BeLonG To Services (Media, Conferences, Trainings, Internal/External Committee Representations and Residential Trips).
- Be listened to and heard.
- Be respected and treated fairly.
- Privacy and Confidentiality (Unless Child Safeguarding or Child Protection concern arises, or staff deem the young person/adult to be a risk to themselves or others).
- If Child Protection or Safeguarding concern arises, the young person has the right to be consulted and informed throughout the entire process.
- Be referred to appropriate external professional mental and sexual health services (Pieta House, GMHS, Jigsaw, BodyWhys). If the young person is under 18yrs age, consent from a legal guardian is required for external referrals. (except sexual health referrals, 17yrs age of consent)
- Be referred to internal professional programs/services (In the Know, Peer Support Groups and Drugs/Alcohol Support).
- Be protected from any form of abuse (physical, mental, sexual or verbal) from participants within BeLonG To.
- Participate on an equal basis, within the peer group process and structures, appropriate to ability.
- Ask for help.
- Have any concerns reported to staff or volunteers taken seriously.
- Make a complaint if an issue has not been addressed adequately.