



Behaviour Code for Children and Young People

Introduction

During any engagement as a child or young person with Widening Participation Medics Network (WPMN), you agree to adhere to the code of conduct outlined in this document. Breach of this code of conduct may result in removal from WPMN and access to our events and resources.

Aims:

The aims of the Behavior Code for Children and Young people are:

- To ensure all children and young people who are a part of WPMN know what is expected of them and feel safe, welcomed and valued.
- To protect children and young people from abuse and inappropriate treatment.
- To ensure that as an organisation we are behaving within the limits of the law and in line with our morals and values regarding online activity.

Definition

- **Child/Young Person**
Anyone who has not yet reached their 18th birthday. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate, does not change their status or entitlements to services or protection.
- **WPMN Member**
This applies to any volunteers, staff members, stakeholders or other child/young persons within the WPMN community.

Behaviour

During WPMN activities and on our online forum, participants must ensure to behave appropriately with others and refrain from behaving in a way that will offend or harm others. Our aim is for all participants to have fun and to feel and be safe during WPMN activities.



Members should:

- Treat everyone with respect
- Respect property including any WPMN property and other people's property.
- Be polite and listen to others
- Comply with the Behaviour Code for Children and Young People and any other rules outlined during WPMN activities
- Approach work in a professional manner, follow instructions and set a good example
- Maintain appropriate relationships with other young people and any WPMN members
- Respect the leadership of the WPMN members, including any volunteers and senior staff
- Contact a WPMN representative or the WPMN Safeguarding Lead if they are concerned about someone's behaviour or have experienced or witnessed inappropriate behaviour from either a young person or WPMN member.
- Use appropriate language
- Be open and understanding of others
- Remain inclusive of fellow children/young people regardless of their background
- Avoid the use of harmful speech as detailed later on in this policy.
- Cultivate positive and appropriate relationships
- Remember that it is ok to disagree with others, but you need to ensure language used is not offensive or harmful
- Regard anything discussed within WPMN settings as confidential and not to be repeated outside
- Safety
 - Safeguard their own health and safety, and that of others being careful to not put self/ others at risk.
 - Inform staff of any medical issue / additional need if staff need to know about it for the volunteer's safety or the safety of others
- Attendance and punctuality
 - Be punctual for all events and activities they are involved in
 - Only commit to events that the volunteer knows they will be able to attend
 - Inform the relevant personnel if unable to attend an engagement. or be able to commit to an engagement
 - Give as much notice as possible to the relevant personnel of any lateness, cancellation or absence

Unacceptable behaviour includes but is not limited to:

- Behaving in a way that will cause offence or harm to another person
- Bullying or exclusion
- Using offensive, prejudiced, racist, homophobic, sexist or ageist comments



- The usage of illicit substances such as illegal drugs and weapons are banned. Anyone found to be using or in possession of such substances at WPMN events will be reported to the relevant agencies such as the police
- Sharing personal information about someone else without that person's permission such as personal stories or addresses, telephone numbers and names.
- Sharing sexual, provocative or inappropriate images
- Using sexual and inappropriate language
- Inciting unlawful behaviour such as a criminal activity or unlawful civil activity.
- Inciting harm against a person or organisation
- Using radicalising speech
- Advertising commercial products that are not inline with WPMN activities.

Personal Information

You should not share personal details or information that is not relevant to WPMN activities in the appropriate WPMN forums.

Moderation:

WPMN forum is moderated by WPMN volunteers, including the Communication and Safeguarding Team volunteers. If anyone is noted to be behaving unacceptably or using inappropriate language, they will immediately be removed and a warning will be issued. This member may later be banned from using the online forum.

Relationships

Interactions and relationships between WPMN members and children/young people must remain professional for all WPMN events, both offline and online. Sexual or romantic relationships between young people and WPMN volunteers are not permitted.

If you are concerned a WPMN representative is developing an inappropriate relationship with a child/young person online or offline, please contact the safeguarding team immediately.



Failure to adhere to the Behaviour Code for Children and Young People

Children and young people who have been asked to stop any unacceptable behavior are expected to comply immediately. Failure to comply will result in further appropriate consequences as detailed below:

- 1) The child or young person will be reminded of the WPMN Behaviour Code for Children and Young People. They will be given the opportunity to reflect and improve their behaviour.
- 2) If the child or young person does not comply, a first warning will be issued by a WPMN member. Supportive measures may need to be put in place.
- 3) If the child or young person does not heed this first warning, a second warning will be issued. Supportive measures will continue if they are required.
- 4) If the second warning is not complied with, a third and final warning will be issued.
- 5) After the final warning, the child or young person will be removed from the WPMN organisation and forum and will be unable to re-apply. We may need to discuss further support options with the child/young person's parent/guardian.

Any breaches in the Behavior Code for Children and Young People will be taken seriously and will result in action by Safeguarding Team +/- WPMN Board. WPMN retains the right to remove children and young people from activities and WPMN organisation at their discretion.

Child Protection Issues and Reporting

Please report any bullying, inappropriate behaviour or any issues to the WPMN Safeguarding or the WPMN National Committee team directly. You can contact the Safeguarding Officers at wpmnsafeguarding@gmail.com

For more information on how we deal with safeguarding issues please see: WPMN Child Protection and Safeguarding policy.

Contacts

Please contact the WPMN safeguarding team if you have any questions or concerns. WPMN members can raise any concerns at any time with the designated Safeguarding Lead at wpmnsafeguarding@gmail.com. They can also contact: wpmedicsnetwork@gmail.com and Safeguarding Trustee gbarzyk@outlook.com*

WPMN Behaviour Code for Children and Young People

Version 2.0

For yearly review by WPMN Board. Date of last review: March 2024.



You can find more information on safeguarding on the WPMN website:

<https://www.wpmedicsnetwork.com/safeguarding>

**Up to date information regarding contact details of various WPMN Team members can be found in the WPMN Child Protection and Safeguarding Policy document and on the WPMN website.*