

## **Our Core Values:**

**GoConnect delivers, supports and promotes high quality youth provision and in doing so expects its workers and volunteers to:**

- Treat young people with respect
- Maintain confidentiality within the limits of child protection policies
- Listen to young people and respond to their needs
- Value young people and their opinions
- Respect young people's rights to make their own decisions and choices
- Challenge situations that may threaten the safety and welfare of others
- Promote and ensure the welfare and safety of young people
- Challenge discrimination and prejudice in young people, colleagues and others
- Promote community cohesion and cultural diversity
- Provide stimulating, positive and enjoyable programmes
- Be positive, enthusiastic and encouraging with young people
- Involve young people fully in planning, evaluation and funding opportunities
- Be accountable to young people, parents, employers and other stakeholders
- Dress and behave appropriately with young people
- Recognise the boundaries between personal and professional life
- Not bring personal "baggage" into work
- Use appropriate language with young people and colleagues
- Turn up on time and work the contracted / agreed hours
- Complete all required paperwork and submit on time
- Follow all recognised policies, procedures and health and safety systems
- Be a team player and make an equal contribution
- Be clear about youth work policy and how it is implemented
- Develop and maintain the skills and competencies required to do the job.
- Recognise unacceptable behaviour and take action, which enables change to take place
- Enthusiastically seize all learning opportunities either programmed or otherwise

**Behaviour of all staff whilst on duty must, of course, be within the Law. This Code of Conduct is additional to, and should be read alongside existing GoConnect Policies and Guidelines.**

## **Ethics**

Employees and volunteers of GoConnect have a commitment to:

- Conduct all relationships with young people with an attitude of total respect.
- Promote young people's rights to make their own decisions and choices.
- Endeavour to ensure the safety and well-being of young people while undertaking Youth Service activities.

### **PROFESSIONAL BOUNDARIES**

Employees and volunteers of GoConnect will:

- Recognise professional boundaries and the need to establish appropriate relationships with young people who by nature of the position, will regard a youth worker as a role model.
- Conduct all business with young people honestly and openly and recognise the need to be accountable at all times.
- Continue to maintain and develop the required skills and competence to do the job.

### **ETHICAL PRINCIPLES**

Employees and volunteers of GoConnect have a commitment to:

#### **Treat young people with respect**

Practice principles should include:

- Valuing each young person and acting in a way that does not exploit or negatively discriminate against any young person
- Explaining the nature and limits of confidentiality within the context of our Child Protection Policy/Guidelines
- Avoiding any form of physical, mental or verbal abuse towards young people

### **Respect and promote young people's rights to make their own decisions and choices**

Practice principles should include:

Raising young people's awareness of the range of decisions and choices open to them and offering opportunities for discussion and debate on the implications of particular choices

- Offering learning opportunities for young people to develop their capacities and confidence in making decisions and choices through participation in decision-making bodies and working in partnership with youth workers in planning activities
- Respecting young people's own choices and views, unless the welfare or legitimate interests of themselves or other people are seriously threatened
- Promoting the participation of all young people, particularly those who have traditionally been discriminated against, in youth work, in public structures and in society generally.

### **Promote and ensure the welfare and safety of young people**

Practice principles should include:

- Taking responsibility for assessing risk and managing the safety of work and activities involving young people.

## **PROFESSIONAL PRINCIPLES**

Youth workers should have a commitment to:

### **Recognise the boundaries between personal and professional life**

Practice principles should include:

- Recognising the tensions between developing supportive and caring relationships with young people and the need to maintain an appropriate professional distance
- Taking care not to develop close personal, particularly sexual relationships with the young people they are working with as this may be against the law,



exploitative or result in preferential treatment. If such a relationship does develop, the youth worker concerned should report this to the line manager to decide on appropriate action

- Not engaging in work-related activities for personal gain, or accepting gifts or favours from young people or local people that may compromise the professional integrity of the worker
- Taking care that behaviour outside work does not undermine the confidence of young people and the public in youth work
- Dressing appropriately for the identified role.

## **Recognise the need to be accountable to young people, their parents or guardians, employers, funders, and other people with a relevant interest in the work**

Practice principles should include:

- Recognising that accountabilities to different groups may conflict and taking responsibility for seeking appropriate advice and making decisions in cases of conflict
- Being open and honest in all dealings with young people enabling them to access information to make choices and decisions in their lives generally and in relation to participation in youth work activities
- Ensuring that actions as a youth worker are in accordance with the law, as well as all National policies and guidelines including: consent.
- Attend work within contracted/agreed hours
- Ensuring that resources are distributed fairly, to young people, and that work undertaken is as effective as possible
- Make sessional recordings of agreed responsibilities, events and situations to protect yourself and make these available to your line manager for possible future discussion/action – keep your recordings secure
- Record any incident or accident on the appropriate form

## **Develop and maintain workforce development relevant to skills and competence for your identified role**

Practice principles should include:



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- Evaluating practice, knowledge and skills through reflection and supervision
- Recognising when new skills and knowledge are required and seek out/attend appropriate training opportunities as identified
- Being familiar with relevant Service, team and area delivery plans
- Familiarity of the Curriculum Statement for Wales, National Strategy for Youth Service in Wales, alongside current legislation