



Code of Behaviour for Young People

Contents



[Why we have a code of behaviour](#)

[The three Bs](#)

[Dos and don'ts for young people](#)

[What happens if I don't follow the code of behaviour?](#)

[Safeguarding and child protection policy and procedures](#)

[The role of parents and carers](#)

[Reviewing this policy](#)

[Appendix I](#)

1. Why we have a code of behaviour

This code of behaviour is to make sure everyone who takes part in Youth Adventure Trust's programmes knows what is expected of them and feels safe, respected and valued.

The Youth Adventure Trust must make sure that everyone taking part in our programmes has understood and agreed to follow the code of behaviour, and that they understand what will happen if they do not follow the code.

We expect people who take part in our programmes to display appropriate behaviour at all times. This includes behaviour that takes place outside of our organisation or online between those involved in our programmes.

This code of behaviour aims to:

- identify acceptable and unacceptable behaviour;
- encourage cooperation, honesty, fairness and respect;
- create an environment where your self-esteem, self-respect and self-confidence will grow;
- encourage you to recognise and respect the rights of others;
- encourage you to take responsibility for your own behaviour;
- help resolve conflicts and make it clear what will happen if you decide not to follow the code.

2. The 3Bs

At the Youth Adventure Trust we have a simple code of behaviour that covers how we expect young people involved in our programmes to behave. You will hear us talk about our 3Bs often, reminding you that this is the behaviour we expect from you and towards others at all times. Our 3Bs are:

- Be kind;
- Be respectful;
- Be responsible.

3. Dos and don'ts for young people

You should:

- be supportive and kind to others;
- be friendly;
- listen to others;
- be helpful;
- have good manners;
- treat everyone with respect;
- take responsibility for your own behaviour;
- talk to your Programme or Mentoring Manager, or any other YAT adult, about anything that worries or concerns you;
- follow this code of behaviour and other rules (including the rules of any venues we use, on transport and in the law);
- join in and have fun!

You shouldn't:

- be disrespectful to anyone else;
- bully other people (online or offline);
- behave in a way that could be intimidating;
- deliberately damage property;
- act in an unsafe way;
- be abusive towards anyone.

4. What happens if I do not follow the code of behaviour?

This code of behaviour is part of our process for making sure everyone who takes part in our programmes gets the support they need.

Minor or first-time incident

If you behave in a way that doesn't follow our code of behaviour, our staff or volunteers will talk to you about it, remind you about the 3Bs and this code, and ask you to change your behaviour. This gives you the chance to think and to plan how you could behave differently, with support from staff and/or volunteers.

Formal warning

If you continue not to follow the code of behaviour after your first reminder, or if your behaviour is more serious, you will be given a formal warning by the person overseeing your activity. They will make a record about what happened and inform your parents or carers if it is appropriate. They will also talk with you about what happened and agree what support you need to improve your behaviour in the future, and any further steps that are needed.

Final warning

If the support we have put in place isn't helping you to change your behaviour, or the incident is considered to be very serious, we will need to give you a final warning. This will be recorded and we'll inform your parents or carers. You may need to be returned home early. At this point, we will need to talk with you and your parents or carers about the appropriateness of the Youth Adventure Trust programmes for you, and consider whether other services might be more able to give you the support you need. We will work with you and your parents and carers to understand the situation and any decisions that are made.

5. Safeguarding and child protection policy and procedures

If any member of staff or volunteer becomes concerned that your behaviour suggests you might be in need of protection, or that you might present a risk of harm to other young people, they will follow our Safeguarding and child protection policy and procedures. This will mean talking to our Designated Safeguarding Lead, and might involve making a referral to external agencies. We will talk this through with you and your parents or carers as soon as possible where appropriate, unless doing so would put you in danger or interfere with a Social Care or Police investigation.

6. The role of parents and carers

We see parents and carers as vital in encouraging positive behaviour and will involve them as appropriate.

We will always inform and involve your parents or carers if you receive a formal warning about your behaviour, unless doing so would put you in danger.

If you or your parents and carers have any concerns at all they should talk to their Programme or Mentoring Manager, the Designated Safeguarding Lead, or any other YAT staff member. Contact details can be found in [Appendix I](#), and on our website www.youthadventuretrust.org.uk. If you don't feel able to directly report any concerns, you can also log them via the safeguarding reporting tool in our website without giving your details if that is the only way you feel able to raise the issue. Please remember though that we will be able to help you and other young people best if we have all the information.

7. Reviewing this Policy

This policy will be reviewed on a regular basis throughout the year and any changes that are required as a result of changing or emerging need, legislation, policy, guidelines and best practice will be made and the policy re-circulated. As a minimum the policy will be reviewed and updated annually.

Person Undertaking Review / Update:

Tessa Woodrow, Director of Programmes and Development, and Designated Safeguarding Lead

Policy Reviewed: 09/10/2025

Policy reviewed and approved by:

Mark Davey, Chief Executive

Date: 10/10/2025

Appendix I Youth Adventure Trust Key Contacts

Youth Adventure Trust Key Contacts:

Chief Executive – Mark Davey: 07811 261516

Director of Programmes and Designated Safeguarding Lead – Tessa Woodrow: 07813 771551

Senior Programmes Lead and Deputy Designated Safeguarding Lead – Kerrie Lee: 07393 215835

Adventure Programme Lead - Scott Stevenson: 07799 687559

Mentoring Lead – Becky Brotherton-Brown: 07592 664679

Volunteering Lead – Jon Rich: 07469 886523

Resilience Programme Lead - Don Farmer: 07512 647771

Programme Manager - Alice McAlear: 07708 218057

Programme Manager - Beth Johl: 07742 912406

Mentoring Manager - Abbie Allender: 07724 887005

Chairman of Trustees – Pete Coleman: 07974 028360

Board of Trustees Safeguarding Lead – Gaby Wood: 07450 294166

If you think a young person is an immediate risk of harm, call 999 straight away.

If you have concerns for a young person's welfare that you cannot raise with the Youth Adventure Trust team, please contact either the NSPCC on 0808 800 5000 / help@nspcc.org.uk, or the relevant local Child Protection team, details below.

Local Social Care Contacts:

SWINDON

During office hours - call 01793 464646

Out of hours - contact Emergency Duty Team on 01793 436699

WILTSHIRE

During office hours – call 0300 456 0108

Out of hours - contact Emergency Duty Team on 0300 456 0100

SOMERSET

During office hours – call 0300 123 2224

Out of hours - contact Emergency Duty Team on 0300 123 2327

the 1990s, the number of people in the UK who are employed in the public sector has increased by 1.5 million (from 2.5 million in 1980 to 4 million in 1999). The public sector has also become an important employer of women, with 4.5 million women employed in the public sector in 1999, compared with 3.5 million in 1980.

There are a number of reasons why the public sector has become an important employer of women. One reason is that the public sector has a high proportion of women in its workforce. In 1999, 88% of the public sector workforce were women, compared with 78% in 1980. This is due to a number of factors, including the fact that the public sector has a high proportion of jobs that are traditionally held by women, such as teaching, nursing, and social work.

Another reason why the public sector has become an important employer of women is that it has a high proportion of jobs that are full-time and permanent. In 1999, 68% of the public sector workforce were employed on full-time contracts, compared with 58% in 1980. This is due to a number of factors, including the fact that the public sector has a high proportion of jobs that are essential to the functioning of the state, such as those in the health and education sectors.

A third reason why the public sector has become an important employer of women is that it has a high proportion of jobs that are well-paid. In 1999, the average salary for a public sector employee was £20,000, compared with £15,000 in 1980. This is due to a number of factors, including the fact that the public sector has a high proportion of jobs that are in the higher grades of the public sector pay scale, such as those in the senior management and professional grades.

There are a number of other reasons why the public sector has become an important employer of women. One reason is that the public sector has a high proportion of jobs that are in the public sector, which is a sector that is traditionally dominated by women. Another reason is that the public sector has a high proportion of jobs that are in the public sector, which is a sector that is traditionally dominated by women.

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