



NFYFC STANDARDS OF BEHAVIOUR POLICY

NFYFC prides itself on giving young people the opportunity to learn and develop as good citizens and responsible members of the community. In the majority of cases, members are mindful of the need for acceptable standards of behaviour and promoting a positive public image for themselves, their club and county, and NFYFC as a whole at all times. But there may be occasions when unacceptable behaviour is brought to the attention of NFYFC event organisers, and this guide is designed to inform members what can be expected if this happens.

Unacceptable behaviour

These examples of unacceptable behaviour apply both inside and outside any NFYFC event:

- **Physical violence**
- **Condoning physical violence** by not revealing knowledge or not taking action to help, or intimidation
- **Throwing beer, alcohol or other liquids or objects**
- **Theft, vandalism or wilful damage**
- **Abusive, offensive or intimidating language or behaviour:** Flashing, streaking and nudity (indecent exposure) constitute offensive and potentially criminal behaviour
- Any behaviour likely to cause **harassment, alarm or distress**
- **Drug and/or alcohol abuse:** A policy on drug and alcohol use and abuse is available from NFYFC
- **Club Shirts** bearing offensive wording or graphics: See special note on club shirts

Action

NFYFC keeps a register of members who have not behaved appropriately. It reserves the right to impose a ban of 12 months or more from NFYFC events following a single incident or a life ban in extreme cases.

It also operates a 'two strikes' policy where if a name, or in the case of club shirts, a club or county YFC, is brought to the attention of NFYFC a second time, a life ban from NFYFC events will **automatically be imposed**.

Club shirts

All YFC members hold the responsibility of upholding the reputation and protecting the image of their own YFC club, county federation and the NFYFC. Wearing a shirt printed with slogans or graphics that are offensive, overtly sexual, racist, homophobic, sexist or refer to excessive alcohol consumption puts the reputation of your YFC club at risk. Before printing, ask yourselves: Are the shirts likely to offend young children, parents or grandparents?

YFC members and clubs should seek advice before printing shirts. In most cases the county chairman, or other county officer will be able to give an opinion on the suitability of a design. If you have any doubts, consult NFYFC's James Eckley for advice. Text and images can be emailed to james.eckley@nfyfc.org.uk.

County federations are encouraged to put a system in place that supports this policy. The officers of county federations are asked to monitor the content of text/image designs for clubs within the county federation and to give advice if required.

Where a member/club/county ignores these guidelines, the offending shirt(s) will be confiscated and they may be banned from NFYFC-organised events, as above.

Posting on social networking sites and other public forums

Remember: Comments and images posted on social network sites and similar channels are public and can carry repercussions for your future, result in your becoming liable for prosecution and damage the reputation of your YFC and NFYFC as a whole.

The small print

Prevention

An NFYFC events steering group roadshow will tour clubs and counties in the months running up to convention using a variety of media to discuss behaviour and reputation with members and advise on club shirts.

Outside NFYFC events venues (including annual convention)

NFYFC's event organisers work closely with the police, hoteliers and other organisations/authorities in the host town. During annual convention the police, or other authorities, and the NFYFC community liaison team will patrol and monitor the behaviour of members in the bars, town, hotels etc.

Police, hoteliers and other authorities are instructed to remove wristbands from member(s) behaving inappropriately in public and NFYFC will co-operate with requests for their names and contact details.

Where police or other authorities remove a wristband from a member, wristbands will NOT be reissued.

Inside NFYFC events venues (including annual convention)

NFYFC employs Security Industry Authority (SIA) licensed security personnel to safely manage events including convention activities. They are briefed in respect of their duty of care to create a safe, fun environment for members; on what is considered unacceptable behavior and the procedure for dealing with it.

SIA personnel are instructed to focus on prevention. They will speak with YFC members to try to prevent a situation escalating. Where YFC member/members behave inappropriately, it will be the responsibility of the SIA security manager to ascertain the nature of the incident.

If the YFC member/members do not modify their behaviour after SIA personnel have spoken to them, the SIA personnel will remove the member/members from the venue and remove the wristband(s). Details will be recorded in writing, the wristband attached, and handed to the YFC chief steward.

Wristbands will NOT be reissued on the day if removed by a member of personnel whatever the circumstances.

The YFC chief steward and security manager will review incidents at the end of each event and decide whether another wristband can be issued for remaining events. Details will be logged at the NFYFC information/sales desk, which is where a YFC member can go to obtain the decision of the chief steward and security manager.

If a member/members wishes to appeal the decision, they must notify the NFYFC personnel on the information/sales desk, who will arrange a meeting there later that day, where the YFC member/members will have the chance to explain their version of events. This will be documented, together with the outcome of the appeal, which will be final.

Unacceptable behaviour will result in removal from the venue, and the wristband, which will NOT be reissued.

NFYFC will follow up any incidents inside or outside events venues by:

- Writing to the YFC member(s) concerned advising them that their name has been brought to the attention of the event organisers owing to inappropriate behaviour.

- Copying the letter to the county federation to which that member belongs, asking the Executive Committee to deal with the matter locally.
- NFYFC may also ask that county to ensure the member makes good any damage done and does not attend future NFYFC events.

NFYFC reserves the right to ban the member from attending any NFYFC-organised event.

Action by clubs or county federations

Depending on the nature of the behaviour, the club or county Federation may wish to:

- Ban individuals from membership of any club under their jurisdiction for an agreed period of time.
- Ensure banned people do not use YFC social facilities.
- Inform neighbouring counties and NFYFC of the name, address and date of birth of the person banned.
- Remove their membership card.

Anyone banned by a club or county federation must be informed in writing, and the ban recorded in the minutes of the meeting at which the decision was made. Time limits on club or county-imposed bans need to be a local decision based on any injury, damage to property or reputation of YFC. Any ban should reflect a balanced judgment of the damage done, against the opportunity for the YFC member to learn from this experience and to alter future behavior.

Right of appeal to NFYFC

Members have a right to appeal through article 19 of the NFYFC constitution, below:

DISPUTES

If any dispute shall arise between a member or person claiming through a member or under the rules, or any person aggrieved who has ceased to be a member, or any person claiming through such person aggrieved, and the Federation, or any officer of the Federation, it shall be decided by reference to arbitration.

Five arbitrators shall be elected by the Federation, none of them being directly or indirectly interested in the funds of the Federation, and in each case of dispute the names of the arbitrators shall be written on pieces of paper and placed in a box, and the three whose names are first drawn out by the complaining party or by someone appointed by them, shall be arbitrators to decide on the matter in dispute. In case of a vacancy, or vacancies, another arbitrator or other arbitrators, shall be elected at a general meeting.

In this rule the expression 'dispute' includes any dispute arising on the question of whether a member or person aggrieved is entitled to become or continue to be a member or to be reinstated as a member, but save as aforesaid, in the case of a person who has ceased to be a member, does not include any dispute other than a dispute on a question between them and the Federation or an Officer thereof which arose whilst they were a member or arises out of his previous relation as a member of the Federation.

County request to exclude the member(s) from joining other counties

Be aware that there have been incidents where a member banned by one county has attempted to join another. Counties may ask NFYFC for help and advice in these circumstances.

NFYFC looks forward to welcoming you to its events.

NFYFC Events Steering Group
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