



**POLICY WRITTEN AND MAINTAINED BY TYN-Y-NANT
CHRISTIAN CENTRE AND ADOPTED BY MCYC**



Code of Conduct for Volunteers

In all areas, we expect Christlikeness in behaviour, attitude and speech for all volunteers as we seek to make Jesus known among young people and as we honour Him through serving at MCYC

The Code of Conduct for Volunteers outlines the expected standards of behaviour for volunteers at Merseyside Christian Youth Camps (MCYC) / Tyn Y Nant Christian Centre. All volunteers must read and comply with this Code of Conduct.

1. Behaviour and Conduct

Leaders are expected to demonstrate the highest possible standards of personal conduct and behaviour and consistently act with honesty and integrity. Tyn Y Nant /MCYC expects Leaders to treat each other, campers, parents and the wider community with fairness, equality, dignity and respect at all times.

Leaders must act in accordance with their duty of care to campers and ensure that the safety and welfare of campers are accorded the highest priority.

Leaders should show fairness in their treatment of campers and avoid behaviours such as embarrassing or humiliating campers, making jokes at the expense of campers, discriminating against or favouring campers and sarcasm.

Leaders must have regard for the ethos and values of MCYC camps and must not do, say or write anything which may bring the camp into disrepute. Leaders should act in accordance with the camps policies and procedures at all times, following any reasonable instructions or directions.

2. Dress and Appearance

We recognise that dress and appearance are matters of personal choice and self-expression. However, all leaders must dress in a manner that is appropriate and maintain appropriate standards of personal hygiene

Leaders should dress safely and appropriately for the tasks they undertake.

3. Smoking, vaping, alcohol and other substances

Tyn Y Nant/MCYC is a non-smoking/vaping site. Leaders must not smoke or vape on site. Leaders must not smoke or vape whilst working with or supervising campers on or off site.

Leaders must not consume or be under the influence of alcohol, drugs or medication affecting their duties whilst undertaking their role

4. Relationships with Campers

Whilst at camp, leaders have a position of trust over campers. Whilst this position of trust remains, there are to be no relationships between a leader and a camper. Where such a relationship already exists (before camp) it is essential that this is discussed with the Staff Registrar before camp. For that week of camp, the relationship is to be put on hold. NO camper/leader relationships can begin during the week of camp. This is important for the safety of the campers and ensure integrity of the camp is maintained.

Leaders must not make sexual/inappropriate remarks to a camper, discuss their own sexual relationships with, or in the presence of campers.

Leaders contact with campers should be through the camps authorised mechanisms. Personal phone numbers, email addresses or communication routes via all social media platforms should not be used and leaders should not share their home address with campers. If contacted via an inappropriate route the Leader must inform MCYC Safeguarding leads immediately.

Leaders must not accept friend invitations or become friends with any camper on any social media platform. Leaders should also refrain from following the social media accounts of campers or their parents.

5. Child in distress

There may be occasions when a camper is in distress and in need of comfort as a reassurance. This may include age-appropriate physical contact. Leaders should remain self-aware at all times in order that their contact is not threatening, intrusive or subject to misinterpretation. If you have a particular concern about the need to provide this type of care and reassurance you should seek further advice from the Safeguarding Lead or Camp Director.

6. One to one situations

Leaders working individually with campers should be aware of the potential vulnerability of campers and Leaders in such situations. Leaders should manage these situations with regard to the safety of the camper and to themselves.

If approached by a camper to talk privately or a matter arises that requires a private discussion, the advice is to stay within eye sight of other leaders. It is good practice to make another leader aware of what you are doing to increase accountability. Where it is necessary to close doors for reasons of confidentiality a second leader should be present.

7. Photography, video and images of campers (including social media)

Each week of camp and camp events will have a designated photographer who has been appointed by the Comms team, this individual is the only person authorised to take photos of the campers. The Comms Team will advise where photos will be downloaded to.

Note: Camp generic photos which do not show campers are permitted to be taken by other leaders.

Leaders must not use photos and videos of campers on social media.

All photos / videos taken of campers shall be used for camp purposes only and **MUST NOT** be shared for any other purpose – including sharing with other leaders and campers. **NO** photo or video of campers may be put on the internet or shared via social media other than those used in authorised Comms postings.

Any designated photographer is expected to act responsibly whilst taking photos and videos to ensure that no inappropriate photos/videos are taken. Any photos/videos which are inappropriate must be destroyed as soon as this is realised.

Prior to posting of images, photo consent on the campers application should be checked. Any personal posts on social media should not disclose the location of any trips or visits in advance of the trip or visit taking place.

8. Confidential information

Volunteers may have access to confidential information about campers, their parents/carers, their siblings, Tyn Y Nant or MCYC business. Volunteers must not reveal such information except to those volunteer who have an appropriate role in relation to the camper or information and on a need-to-know basis.

Consequences of Breach

Breaching the Code of Conduct or any other policies may result in termination of the volunteer's position and may prevent future volunteering opportunities within MCYC.

Review and Implementation

Tyn Y Nant/MCYC will review the Code of Conduct every three years or as needed.

Confirmation the policy has been read and understood will be collected via the MyMCYC Portal along with other key policies.