

Code of Ethics & Practice

The Academy operates a code of practice, which all staff and members adhere to. This code of practice applies to our interaction with each other, our customers, our service users, our suppliers and even our competitors. All staff and members will endeavour to incorporate the following values into all their actions.

Young People, anyone under the age of eighteen, whenever we remind ourselves and communicate the fundamental rights of each young person. Whenever we recognise they are also today's leaders. Whenever we support those who support young people.

Love, whenever we remember we are all one. Whenever we see nurturing, unconditional acts of kindness from parent/carers/siblings. Whenever we experience individuals communicating forgiveness. Whenever we see a sincere smile. Whenever we acknowledge our team/s and ourselves. Whenever we express gratitude. Whenever we exercise respect.

Leadership, whenever we hear an individual/group express their vision/passion. Whenever we experience demonstrations of certainty at times of profound uncertainty. Whenever we see purposeful action. Whenever we are honest and act with integrity.

Inspiration, whenever we witness acts of transforming the impossible into possible. Whenever we provide opportunities to young people to express their true potential. Whenever we deliver innovative, effective and cutting edge services.

Contribution, whenever we experience an act of unselfishly giving resources for the greater good. Whenever we acknowledge we are MAD (making a difference). Whenever we actively support the nurturing of our environment

Abundance, whenever we acknowledge that this is the natural state for all, thus recognising there's enough for everyone, whilst operating within the principles of win-win. Whenever we express gratitude. Whenever we remember the added value of our services.

Quality, whenever we are effective and efficient. Whenever we seek feedback from all our stakeholders. Whenever we actively commit to the protection of young people. Whenever we seek external endorsements/accreditation of our services. Whenever we demonstrate congruency with our values. Whenever we acknowledge the need to have boundaries and adhere to them. Whenever we access support, supervision, mentoring or coaching for ourselves

Fun, whenever we commit to the **seven principals of Forever Young**, regular doses of Singing, Playing, Dancing, Loving, Learning, Laughing and Overcoming fear. Whenever we expose our selves to the outstanding comedians within the Academy.

Health, whenever we commit to dynamic levels of energy, movement and vitality in all facets of the academy including the Board, Ethics Committee, Central Team, Members, Products and Systems

Youth Coaching Code of Ethics & Practice

Members who deliver formal coaching to young people adhere to the following additional code of conduct.

All youth coaches shall

1. Act with the welfare of the young person as being paramount.
2. Ensure they have a current and appropriate CRB Check, endorsed by the Academy
3. Refrain from entering into intimate relationships with their clients, within a six month period of the end of a coaching contract
4. Always encourage parental/guardian involvement with all contracts
5. Respect the rights of the young person, the Academy and their own
6. Always be honest and transparent of what they have achieved in relation to their training, qualifications and scope of services to be provided.
7. Provide an effective service by being aware of their own performance (states) and by not proceeding with sessions when they are limited by physical or emotional wellbeing.
8. Ensure all clients and those providing consent to coaching are aware of what confidentiality is and its boundaries.
9. Ensure all clients and those providing consent are aware of the scope of contact during the period of the contract and remain within such.
10. Ensure all clients and those providing consent are aware of what records are being kept.
11. Ensure they are in receipt of supervision coaching for the period of any contract/s and that the Academy is notified of this.
12. Ensure the clients and those providing consent are aware of compliments & complaints procedures including that of the Academy.
13. Operate a professional booking and contracting system. Making clear to clients, commissioners and those providing consent, any expectations and sanctions
14. Prepare for all sessions and be prompt when meeting, calling or receiving calls
15. Attend regular Youth Coaching forums, conference calls and keep up to date with legislation and related issues.
16. Commit to the Academy's CPD programme by submitting a monthly record of coaching activity including client feedback and supervision details. Submit quarterly records of any new training, development or experiences undertaken.
17. Respect the commercial confidences of any party with respect to their intellectual property and copyrights, including that of the Academy.
18. Have satisfactory professional indemnity insurance cover, endorsed by the Academy.
19. Contact the Academy immediately if they are in a situation which involves a complaint or may bring the Academy into disrepute.
20. Make a copy of this code available to clients, commissioners and those providing consent.