

# Behaviour

Being part of the NYO Community comes with the expectation that you will behave as a role model to others and an ambassador and representative of the organisations. NYO has specific expectations that are put in place to ensure that everyone is safe and cared for appropriately.

In signing your NYO agreement you agree to follow our behaviour expectations and guidelines to help us guarantee the best, safest and most fulfilling environment for everyone.

## **Musicians aged 18+**

For those of you who will be or are turning 18 during the year you take on an additional responsibility of being a young adult in a young person environment. We ask those who are 18 and over to follow laws regarding sex, alcohol and smoking and to adopt a high standard of behaviour. We expect those who are 18 and over to be role models for their younger peers and support NYO through a greater level of diligence. We meet with those who are 18+ at the beginning of each project to discuss how to ensure this level of responsibility is met.

## **Equal opportunities**

NYO is committed to equal opportunities for everyone regardless of their age, gender, sex, nationality, race or ethnicity, religion, sexual orientation or disability. NYO does not tolerate any form of discrimination. We foster a community that is non-judgemental and open-minded. Wherever we can, we will make specific arrangements to meet individuals' needs.

## **Bullying**

Everyone taking part in NYO should be mindful, respectful and supportive of others' differences. Bullying in any form has no place in our community. By bullying, we mean the intentional (physical or emotional) hurting of one person by another when the relationship involves an imbalance of power. If you see, hear or read online about any bullying of anyone involved with NYO we expect you to report it to a member of staff straight away. If you personally experience bullying of any kind, please talk to a member of support team so that they can support you and put a stop to it.

## **Alcohol**

All NYO residencies, activities and concert venues are alcohol-free zones for all young people and adults in the organisation. Underage drinking is illegal, but regardless of this, possession of and/or intention to drinking alcohol is not permitted by anyone. If you are found to be drinking, in possession of alcohol or leaving the residency boundaries with the intention of drinking alcohol or visiting an establishment that sells alcohol, this will result in your place in NYO being withdrawn.

## **Smoking**

In the UK you must be 18 or over to buy cigarettes. It is illegal for an adult to buy cigarettes for people who are underage. If you are 18 or over and smoke, you should only do so in designated smoking areas. If you are 17 or under, we expect you not to smoke, and we will speak to parents/carers if we find you smoking.

## **Illegal materials**

Possession, supply or use of the following is not permitted during any NYO activity: offensive weapons of any kind, legal highs, drugs or any other illegal substances, pornographic material and any aggressive iconography.

## **Intimate relationships**

Sexual relationships between people are not permitted on any NYO activity. Young people are not permitted to enter anyone's bedroom other than their own.

## **Breaking of bounds**

Young people are not to leave the premises at any time other than when given permission to do so by NYO staff. After check in everyone is expected to stay in their rooms unless there is an emergency or there is a need to find a support team member. NYO has a responsibility to keep you safe and so need to know where you are at all times.

## **Criminal behaviour**

We will not tolerate violence, theft, vandalism, the selling of or distributing of illegal materials or blackmail in any context.

## **Online and social media**

Please do not swear or post obscene links or discriminatory comments on any of NYO's social media platforms. This includes when you are representing NYO on a social media takeover. Remember you are an ambassador for NYO, and a role model for other young people. Any behaviour of this nature will be immediately addressed as outlined below and could jeopardise your position with NYO. You are not allowed to interact with any adults you meet through NYO online. Please do not send Facebook friend requests to tutors, conductors, support team or NYO staff – they have all been briefed to not accept these requests. Likewise, you are not allowed to accept friend requests or allow social media follows from tutors, conductors, support team and NYO staff.

## **Negative behaviour**

We will not tolerate persistent negative attitudes, behaviour that is inconsistent with NYO's ethos, misconduct towards anyone of the NYO community, or behaviour which brings NYO into disrepute on or off NYO premises.

## **Serious breaches**

A serious breach of these NYO behaviour guidelines may lead to a young person being suspended or expelled from NYO. When a serious breach is discovered the Safeguarding Lead will meet with the young person to establish the facts. Trust is very important in the relationship between a musician and the organisation.

Sometimes mistakes can be made, and when this happens it is important to give a truthful account of events, so that there is a basis of truth from which to move the relationship forward. Following this NYO will contact parents/carers to let them know what has happened. If disciplinary action is necessary there will be a second meeting with the young person, and where circumstances permit parents/carers will be invited to attend. If the parent/carer cannot attend NYO will support the meeting with two staff members. If neither parents/carers nor young person can attend a second meeting, then a sanction may be made in their absence. In the event that musicians are asked to leave NYO activity they are fully responsible for their travel and associated costs. Fees will not be refunded.

## **Suspension**

If there is a serious breach of the guidelines the young person will be asked to leave the NYO activity, as soon as is feasible, at the discretion of the NYO management team. The musician will be suspended for the remainder of the residency, or where this is not possible, for the entire of the following residency. They will be permitted to re-audition for NYO. If a serious breach occurs during the spring, suspension from the summer residency for those who are not eligible to reapply will involve those young people missing their final NYO residency. If a serious breach occurs during the summer residency the musician may not be permitted to re-audition for the following year.

## **Expulsion**

A musician may be expelled from all NYO activity if they are found to have committed a very grave breach of NYO guidelines or a criminal offence. For example: serious issues of safety and welfare, possession of illegal substances, endangerment to life, supplying alcohol or illegal materials, serious breaking of bounds or bullying, repeated, multiple or any major infringement of NYO rules.

## **Discretion of the NYO Management Team**

In all cases of breaches of behaviour guidelines, NYO management retains the discretion to act according to circumstances and within information that is available. The Chief Executive Officer's decision in disciplinary matters is final. Complaints may be addressed to NYO Trustees.

## **Witnessing behaviour breaches**

If you find yourself involved in a tricky situation with musicians who are in breach of NYO guidelines, we encourage you to let the support team know so that you do not also end up subject to the sanctions that are applied to them. At the start of all NYO activities musicians will be provided with a mobile phone number they can text to report any bullying or other serious breaches of the behaviour guidelines. Once an issue has been reported the appropriate Safeguarding officer will deal with the matter sensitively.

## Confidentiality

In most cases, what you discuss with us will remain confidential and will not be shared with parents/guardians or other professionals without your consent. Where confidentiality has to be broken, we will seek to ensure that you are informed first or as soon as possible afterwards. In the following circumstances we cannot guarantee absolute confidentiality:

- Where child protection issues are involved.
- Where there is a risk of significant harm.
- Where the young person needs urgent medical treatment.
- Where there have been serious breaches to behaviour guidelines, and potential or serious criminal offences are involved.

These guidelines are made in accordance with the NYO Safeguarding Young People Policy, which can be found on our website and emailed on request: [nyo.org.uk/support-safety](http://nyo.org.uk/support-safety)