

GWENT YFC BEHAVIOUR POLICY

POLISI YMDDYGIAD BERSONOL O FEWN



STANDARDS OF BEHAVIOUR POLICY

2013

POLICY ON STANDARDS OF PERSONAL BEHAVIOUR IN YFC

With a growing number of examples of behaviour in YFC which are damaging the fundamental image of the Movement.

It must however, be emphasised that judgments can only be made at the coalface and so this policy is to support local action, not to dictate.



ACTION BY EVENT ORGANISERS

Event organisers would be expected to assess the “offence” by collecting evidence, including giving those accused a chance to defend their actions. They should then follow these guidelines unless mitigating or other circumstances call for variation. They would then:

- *Ban such individuals from membership of any Club under their jurisdiction for the agreed time*
- *Ensure that banned people did not use YFC social facilities*
- *Inform neighbouring Counties, Wales YFC and NFYFC of the people banned, their address and date of birth*

The following are major areas of concern where disciplinary action is warranted:

1. **Physical violence against another individual** – whether provoked or not, except in self-defence –
 - Recommended ☒ **RED CARD** – Ban from GYFC, WYFC & NFYFC, competing and Social Events for 1 year
2. **Condoning physical violence** by not revealing prior knowledge or not taking action to help, intimidation of other members or members of the public –
 - Recommended ☒ **YELLOW CARD** – Written Warning, review after 12 mths
3. **Vandalism** to any property or equipment –
 - Recommended ☒ **RED CARD** – Ban from GYFC, WYFC & NFYFC, competing & Social Events for 1 year
4. **Abusive language** to members of the public, including parents/supporters of other teams and members –
 - Recommended ☒ **YELLOW CARD** – Written warning, review after 12 mths
5. **Drug Abuse** – a policy on drug use and abuse is available from NFYFC.
6. **Theft** - of articles belonging to YFC members; of equipment belonging to guests/entertainers; articles of equipment belonging to the venue –
 - Recommended ☒ **RED CARD** – Ban from GYFC, WYFC & NFYFC, competing & Social Events for 1 year
7. **Offensive behaviour** towards YFC supporters, eg “mooning” –
 - Recommended ☒ **YELLOW CARD** – Written warning, review after 12 mths

Right of Appeal

Members aggrieved by this disciplinary code may appeal through article 19 of the NFYFC Constitution which reads as follows:

“DISPUTES

- (1) 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.

- (2) 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.

- (3) 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.”

All YFC Events should be stewarded to a level considered appropriate to the circumstances of the event. All stewards should be briefed prior to the event by the event organiser (responsible person) on their roles and responsibilities in respect of their duty of care to create a safe and fun environment for YFC members and acceptable, and non—acceptable, standards of behaviour at that event. As part of this process, stewards should be aware of the procedure for dealing with such non-compliance.

MODEL LETTER FOR DISMISSING A YFC MEMBER FOR INAPPROPRIATE BEHAVIOUR. THIS WILL NEED TO BE ADAPTED TO THE PARTICULAR CIRCUMSTANCES OF THE INCIDENT LEADING TO DISMISSAL / EXCLUSION FROM YFC.

Date

Dear

RE: Dismissal From XXX YFC Club / County Federation.

I write to advise you that, at the meeting of XXX YFC Club / County Federation held on(insert date) it was agreed that your membership of YFC should be terminated for a period of..... in line with the NFYFC Policy "Standards of Personal Behaviour in YFC".

As I am sure you are aware, this is not a decision that has been taken lightly, as we pride ourselves on being an inclusive organisation and one that supports young people in their transition to adulthood. That said, certain standards of behaviour are expected of members, and the ongoing success of the YFC Movement throughout England and Wales is due to the fact that the majority of our members do adhere to these standards.

It is with regret therefore that the committee has agreed that your conduct (at XX event / on XX date, or possibly over a period of time) does not reflect the ethos of the Young Farmers Movement and has decided to terminate your membership. As a consequence of this, you will not be invited to attend any further YFC activities.

Should you wish to appeal against this decision then you may put your appeal, in writing, to (Chairman of Club / Chairman of County Federation) within 14 calendar days. The Chairman will then arrange for your appeal to be heard.

In closing, may I state that we do regret that such action has to be taken, and wish you well for the future.

Yours sincerely

Club / County Chairman

