

# Codes of Behaviour

Policy Statement



United Kingdom  
Mathematics Trust

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## 1. The purpose and scope of this policy statement

- 1.1. This code has been developed in order to provide children and young people with advice on the behaviour that is expected of them when attending and using the services of UKMT.
- 1.2. The purpose of this policy is to ensure children and young people are treated fairly by all people engaged with them at UKMT activities and know what is expected of them.

## 2. Principles

### 2.1. This code of behaviour for children and young people is intended to:

- 2.1.1. Identify acceptable behaviour for children and young people;
- 2.1.2. Promote self-respect and self-control;
- 2.1.3. Raise children's and young people's self-esteem and self-confidence;
- 2.1.4. Encourage individual responsibility for behaviour and outline the consequences of poor behaviour;

- 2.1.5. Encourage children and young people to recognise and respect the rights of others;
- 2.1.6. Encourage cooperation at all times and in all situations; promote the values of honesty, fairness and respect;
- 2.1.7. Anticipate and resolve any conflict that may arise;
- 2.1.8. Ensure that children and young people are aware of when sanctions will be put into place.

### **3. Codes of Behaviour**

#### **3.1. Children and young people are expected to:**

- 3.1.1. Cooperate with each other
- 3.1.2. Listen to each other
- 3.1.3. Follow this code of behaviour and other rules
- 3.1.4. Adhere to the online safety policy and agreement when using the internet, social networking sites, mobile phones etc
- 3.1.5. Have good manners
- 3.1.6. Respect each other's differences
- 3.1.7. Treat staff and volunteers with respect
- 3.1.8. Report anything that worries or concerns them to a volunteer or UKMT employee

#### **3.2. Children and young people must not:**

- 3.2.1. Pick on or make fun of each other
- 3.2.2. Bully each other
- 3.2.3. Yell or shout at others
- 3.2.4. Be abusive
- 3.2.5. Use equipment to be abusive or to cyberbully – for example, by using mobile phones to send nasty messages, taking and sharing photos without permission, sending nasty emails, or “trolling” (leaving unkind comments on a webpage or social network profile).

### **4. Dealing with misconduct and failure to follow this code of conduct**

- 4.1. Trustees, staff members, and volunteers running events are responsible for advising students if their behaviour is in breach of this code, and may informally ask for a child or young person to amend their behaviour.
- 4.2. All misconduct should be reported by email in the first instance to the volunteer lead and senior staff member (associated with the activity) and Designated Safeguarding Lead.
- 4.3. The volunteer lead and senior staff member (associated with the activity) and Designated Safeguarding Lead will decide, by majority vote, what action to take if a child or young person is found to have breached the code of conduct.
- 4.4. In some cases the action to be taken may be to remove a child or young person from the activity and/or situation and request that parents and/or guardians assume responsibility for the child or young person as soon as is practicable. In this

circumstance the UKMT, in cooperation with the parents and/or guardians, will arrange the safe and swift return of the child/young person.

## 5. Use of Safeguarding Procedures

- 5.1. If staff or volunteers at UKMT become concerned that a child or young person's behaviour suggests either that they may be at risk of significant harm, or that they present a risk of significant harm to others, UKMT's [Safeguarding policy](#) will be followed and a referral may be made to the local authority children's social care department.
- 5.2. Such a referral would be discussed with the child or young person and their family at the earliest possible opportunity, except in situations where this would possibly endanger their safety or interfere with a police investigation.

# Code of Behaviour: Anti-Bullying

## 6. The purpose and scope of this policy statement

- 6.1. UKMT works with children, young people and school staff as part of its activities.
- 6.2. The purpose of this policy statement is:
  - 6.2.1. To prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
  - 6.2.2. To make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
  - 6.2.3. To provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.
- 6.3. This policy statement applies to anyone working on behalf of UKMT, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

## 7. What is bullying?

- 7.1. Bullying includes a range of abusive behaviour that is repeatedly intended to hurt someone either physically or emotionally.
- 7.2. More detailed information about bullying is available from:
  - 7.2.1. [learning.nspcc.org.uk/child-abuse-and-neglect/bullying](https://learning.nspcc.org.uk/child-abuse-and-neglect/bullying)

## 8. Legal framework

- 8.1. This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. The NSPCC provides summaries of the key legislation and guidance on:
  - 8.1.1. bullying [learning.nspcc.org.uk/child-abuse-and-neglect/bullying](https://learning.nspcc.org.uk/child-abuse-and-neglect/bullying)
  - 8.1.2. online abuse [learning.nspcc.org.uk/child-abuse-and-neglect/online-abuse](https://learning.nspcc.org.uk/child-abuse-and-neglect/online-abuse)
  - 8.1.3. child protection [learning.nspcc.org.uk/child-protection-system](https://learning.nspcc.org.uk/child-protection-system)

## 9. Anti-Bullying Procedures

- 9.1. UKMT will seek to prevent bullying by:
  - 9.1.1. setting a code of behaviour that sets out how everyone involved in UKMT is expected to behave, in face-to-face contact and online, and within and outside of UKMT activities;
  - 9.1.2. holding discussions with staff, volunteers, children, young people and families who are involved with UKMT about bullying and how to prevent it.
- 9.2. These discussions will focus on:
  - 9.2.1. Group members' responsibilities to look after one another and uphold the behaviour code;
  - 9.2.2. Practising skills such as listening to each other and respecting the fact that we are all different;
  - 9.2.3. Making sure that no one is without friends and dealing with problems in a positive way;
  - 9.2.4. Checking that our anti-bullying measures are working well providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying;
- 9.3. Putting anti-bullying procedures in place by making sure UKMT's response to incidents of bullying takes into account:
  - 9.3.1. The needs of the person being bullied;
  - 9.3.2. The needs of the person displaying bullying behaviour;
  - 9.3.3. Needs of any bystanders;
  - 9.3.4. The UKMT as a whole;
- 9.4. Reviewing the plan developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.
- 9.5. UKMT recognises that bullying is closely related to how we respect and recognise the value of diversity.
- 9.6. UKMT will be proactive about:
  - 9.6.1. Seeking opportunities to learn about and celebrate difference
  - 9.6.2. Increasing diversity within our staff, volunteers, children and young people
  - 9.6.3. Welcoming new members to UKMT.

## **10. Policy Governance and Related Policies**

- 10.1. This Policy is owned by the UKMT's Risk and Compliance Committee and will be reviewed and recommended for approval to the Board of Trustees.
- 10.2. This policy statement should be read alongside all our other policies, procedures and related documents, including:
  - 10.2.1. Online Safety Policy
  - 10.2.2. [Safeguarding Policy](#)
  - 10.2.3. [Use of Social Media Policy](#)