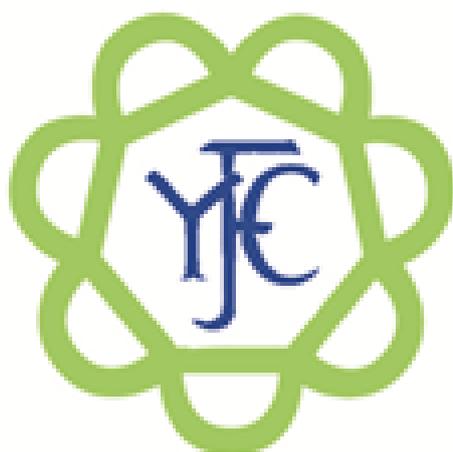


Yorkshire Federation of Young Farmers' Clubs

Policy on Standards of Personal Behaviour in YFC



Approved by Executive Committee
January 2021

This Behaviour Policy is applicable to all members and non-members attending a YFC club night, dance and/or event organised by the YFYFC movement and/or affiliated clubs and districts.

The officers/organisers of the YFC club night, dance and/or event have the authority to exercise this Behaviour Policy if and when required.

Regional Agricultural Centre, Great Yorkshire Showground, Railway Road,
Harrogate, HG2 8NZ Tel: 01423 546170, Email: office@yfyfc.org.uk

This Policy is to work in conjunction with the NFYFC Policy on Standards of Personal Behaviour, which relates to events such as National AGM and other National activities

With a growing number of examples of detrimental behaviour by members and non-members of YFC, which are damaging the fundamental image of the movement, it is incumbent on YFYFC to set standards for the guidance of its own County, Districts and Clubs which will guide them in dealing with persistent troublemakers.

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

NFYFC code of conduct

YFC members and non-member attending YFYFC events/meetings should:

- Act within the law
- Treat people equally and fairly, regardless of age, gender, sexual orientation, religion or disability
- Be non-judgemental and have respect for others
- Look after one another and not use any form of peer pressure or bullying
- Refrain from offending others with foul language, anti-social behaviour or discriminatory behaviour
- Not allow any form of discrimination to be condoned or go unchallenged
- Respect the opinions of others and each other's personal space
- Co-operate with others and have a willingness to fulfil responsibility
- Respect property and other peoples' possessions
- Not bring the reputation of YFC into question or disrepute

ACTION BY EVENT ORGANISERS

Event organisers would be expected to assess any "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 period
- Ensure that banned people did not use YFC social facilities
- Inform Northern Area counties and NFYFC of the people banned; their address and date of birth.
- Members registered on Silo Cloud should have their details updated as soon as possible to ensure they do not try to join other Federations in adjoining counties.
- Document the offence and the incident and submit to County Office.

This nationwide ban is to support such local action and YFYFC would remove insurance cover from any event or activity in which banned individuals were willingly allowed to participate.

Type of behaviour	Refuse to admit or exclude	Letter to be sent to club etc	Ban
Verbal abuse first time	Discretionary	No	No
Verbal abuse persistent	Discretionary	Yes - Discretionary	Discretionary
Verbal abuse of bar staff	Discretionary	Not unless persistent	Not unless persistent
Threat, attempt, be physically violent	Mandatory	Mandatory	Discretionary
Threat, attempt, be sexually violent either physically or verbally	Mandatory	Await police/court action	Mandatory if found guilty in court
Damage to property	Mandatory	Mandatory	Discretionary
Damage to fire/safety property	Mandatory	Mandatory	Mandatory
Illegal substances	Mandatory	Await police/court action	Mandatory if found guilty in court
Theft	Discretionary	Discretionary	Discretionary
Drink/drug driving	Mandatory	await Police/Court action	Mandatory if convicted
Drink/drug driving on private land	Mandatory	Mandatory	Ban
Offensive behaviour not covered by the above	Discretionary	Discretionary	Discretionary
Vomiting that requires cleaning when attending or travelling to/from a YFC event	Discretionary	Discretionary	£50.00 fine
Bullying of a YFC member by another member or members* <i>*See anti-bullying policy for procedures</i>	Discretionary	Discretionary	Discretionary

RIGHT OF APPEAL

Members and non members aggrieved by this disciplinary code may appeal through article 19 of the NFYFYC Constitution 2017 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 of 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 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 Chief Steward on their roles and responsibilities in respect of their duty of care to create a safe and fun environment for YFC members and non-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.

Approved at the Executive Meeting 28th January 2021

Signed: Georgina Fort

County Chairman 2020/2021

Review date: January 2024