Social Graces / Code of Conduct

How we work together: Refining the SYT Way

SYT's Social GRACES refers to the way in which we are all different: Gender, Gender Identity, Geography, Race, Religion, Ability and Disability, Age, Appearance, Caste, Class, Economics, Education, Employment, Ethnicity, Sexuality, Sexual Orientation, Spirituality

We aim to create a safe, inclusive space for everyone involved in our work. We believe that a real commitment to equity, equality and diversity means not waiting for harm to happen, but to be proactive in recognising and challenging inequality in our own practice and the world.

Doing this work well requires us to be sensitive, open and brave. We welcome challenges, are unafraid to make mistakes and will be bold in changing the way we work. We have high expectations for our staff and young people and expect staff to support our young people in upholding these expectations across all areas of our work.

We are committed to regular examination and review of our practice, ideas and actions. This code of conduct is a living document that will change as we learn and develop.

Through our work at SYT, we will offer safer spaces that are welcoming to all. Our vision is a world where ALL young people's voices matter and SYT's Social GRACES underpins this. To reach our vision, our work and spaces must be places that champion equity, equality, and diversity. We wish to be proactive - seeking out and addressing inequalities both within our work in rooms, venues and with our partners. This means we need to be brave and sensitive to others, open and courageous - recognising our own bias, seeing bias in the world and working towards a fairer society. We embrace challenges. We set high standards for our team and the young people we work with. We expect SYT's work to actively uphold these standards across all aspects. We believe learning is lifelong, and will work to keep our Social GRACES alive and responsive, reassessing and refining our methods, concepts, and actions as we learn and grow.

Be aware Keep the Social GRACES in mind in your work and be aware of your own privileges and power. Be mindful that differences may be hidden and invisible; be open and curious and try not to make assumptions. Consider how your words and actions might affect those different to you. Speak up about how your own experience might impact your ability to fully understand others' experience and views.	**Be open about your mistakes** Mistakes may happen and we will support staff to learn from them: our failures will make us stronger if we are able to confront them openly and positively.
Be active and accountable Actively demonstrate your commitment to equality and your own accountability. This is particularly important when modeling behavior we expect from young people. Highlight the Social GRACES before beginning your activity so that the group knows they have permission to call out if they need to. SYT has a safeguarding and Social GRACES lead in all activities and reminder cards are given to all our members.	**Be responsible for your own learning** Be active in your research and learning about things you don't understand. We will support staff through training, discussion or access to research materials and time.
Be sensitive and ask consent Consider the impact of raising sensitive subjects. When it is necessary to do so, think carefully about appropriate ways to do this. This may include consulting with participants in advance, giving trigger warnings or enabling people to step away. Don't be afraid to pause and return to a subject later. SYT will always support leaders in creating space for aftercare when	**Speaking up** Speaking up can take place in three ways: Openly during an activity Privately to a staff member. Anonymously on the SYT website Be active in giving permission to those around you to speak up, particularly when working with young people who may find this hard. Be active in speaking up about behavior that may affect others: do not wait for people affected to speak up as this may exacerbate the harm they have experienced. If someone speaks up about something you have said or done, listen and reflect on what they are saying, even if

dealing with sensitive material/unexpected incidents.	you think they may be wrong.
Take complaints seriously If someone raises an issue with you, stay calm: take it seriously, listen carefully and write down what they say. Do not feel you need to have all the answers – it is ok to say you need time to consult or think through the issue. Seek support from core staff and keep them informed about your next steps.	**Concerns with senior staff** If you are concerned about the actions of a senior member of staff, contact the Directors on directors@somersetyt.com or refer to the whistleblowing document which is in SYT Safeguarding policy.
Advocate outside the company SYT will be active in supporting our staff when they wish to advocate for this work outside of the company, whether in sharing experience and practice or challenging inequality elsewhere.	
Creating this policy, we were inspired by the policy of Company 3. We thank them for generously sharing their knowledge and experience in supporting SYT's Code of Conduct.	