

## Event Welfare Policy

<b>Owner</b>	PIC	<b>Approval Date</b>	December 2019
<b>Approved by</b>	Board	<b>Review Date</b>	June 2020

### 1. Purpose

The Event Welfare Policy ensures that participants and volunteers participating in UN Youth events on a regional, national, and international scale are shown the highest degree of respect, empathy, care and support by the organisation.

This policy also ensures that UN Youth has a coherent, concrete and holistic definition of welfare in the context of our events, which all participants and volunteers can benefit from.

### 2. Principles

**Support:** All volunteers should be equipped with the relevant tools, knowledge, and resources to deal with welfare issues likely to arrive at events.

**Accountability:** Any welfare breach by any volunteer or participant at a UN Youth event should be responded to promptly and proportionally without exception.

**Manaakitanga:** UN Youth should ensure that its events demonstrate hospitality, kindness, generosity and support through our welfare processes.

**Hauora:** The approach taken by UN Youth towards event welfare should be holistic and expand beyond considerations of physical welfare alone, to incorporate aspects of mental, emotional and spiritual health.

**Safety:** UN Youth will meet the best practices to ensure that participants are not put in harm's way while attending any UN Youth event.

### 3. Definition of 'Event Welfare'

UN Youth is committed to ensuring all of its events have sufficient welfare frameworks which fulfil our duty of care and establish a pro-welfare environment for participants and volunteers.

UN Youth defines "**welfare**" for the purpose of this policy as any action taken by a member of UN Youth to further the Hauora of themselves or another member, or to further the Manaakitanga of the event in question.

UN Youth defines an "**event**" for the purposes of this policy as any activity of UN Youth that is open to members and organised by volunteers on behalf of UN Youth.

Those responsible for developing welfare frameworks, protocols and procedures relating to event welfare should ensure that they are consistent with the principles set out in this Policy.

All other relevant definitions can be found in Protocol III of the [Welfare Protocols](#)

### 4. Duty of Care

UN Youth bears responsibility for protecting the health, safety, and wellbeing of participants of UN Youth event. This duty of care comes before all others, including protecting the reputation of UN Youth.

The Board of Directors will be primarily responsible for ensuring that UN Youth welfare protocols allow for this duty to be upheld by event volunteers, committees and the National Executive throughout any event.

## **5. Welfare Plans**

Every event must have a welfare plan submitted by the head of welfare and coordinator of the event. Plans are created to assess the reasonable risks faced by any conference as well as plans to mitigate risks and respond to situations. For regional events, this should be submitted to the Regional Welfare officer for approval and for National and International events they should be submitted to the National Welfare Officer who will seek approval from the welfare committee. The Welfare Plan must consider the process for reasonable suspicion or disclosure by a child that they are being harmed at or outside the home or are self-harming.

## **6. Welfare Protocols**

The Welfare Protocols shall be governed by the National Executive and should comply with the event welfare policy in relation to welfare protocols and frameworks at international, national, and regional events.

All attendees of UN Youth events are to adhere to the relevant code of conduct as determined by the welfare protocols.

## **7. Welfare Officers**

Welfare teams consist of a Head of Welfare as well as a predetermined number of welfare officers. The Head of Welfare is expected to lead administrative tasks before the conference as well as work closely with the welfare arbitrator in the event of misconduct.

Welfare Officers must have some form of training or experience that qualify them to undertake their role with competency.

All UN Youth events must have a minimum number of welfare officers in accordance with the welfare protocols.