

Key Characteristics of a Youth Councillor

Youth Councillors agree that to stay a member of the Southend Youth Council, one should abide by the following key principles to ensure we stay a respectable and beneficial organisation.

These are:

- Respect for all members of the Youth Council.
- Commitment and Dedication to the Youth Council and to positive change.
- Passion for improving our city and the lives of Young People.

These characteristics encourage the maintaining of the professional decorum of all Youth Councillors to create an efficient work environment.

Disciplinary Action

If Key Characteristics are violated, or any malicious behaviour occurs, then, disciplinary action will be taken to ensure the safety and wellbeing of youth councillors.

- 2 strike policy – warning, then out for one month (may lead to further exclusion dependent on the scenario).
- Clear warning and explanation for warning or expulsion.

The Southend Youth Council will ensure that all members are treated with respect, patience, enthusiasm and tolerance. The Youth Council is committed to the inclusion of all members, regardless of background and views.

How it Works:

If it is seen that a Youth Councillor is using disrespectful language, harassing, or not being cooperative with another Youth Council member – be it verbal or physical abuse, disrespect of another member, or belittling – the Behaviour Policy shall be enacted:

- A 2-strike system will be put into place, whereby the member will have two chances to solve this issue.
- Any case will be heard by the Youth Voice Team, the Youth Mayor, Deputy Youth Mayor and Member of Youth Parliament if deemed necessary.
- 1 warning will be issued with a detailed explanation as to why the member has received this. The member is expected to change their behaviour to solve the problem at hand.
- If there is no evident change, the Youth Council Member will be asked to leave the chamber, will be stripped of any roles and will be allowed to return after 1 month.
- After this probation, if a person offends again, they will leave the Youth Council with immediate effect.

All situations of unacceptable behaviour will be recorded.

All strikes will be issued on a case-by-case basis by the Youth Voice Team.

If any action is considered severe, the 2-strike policy will not be implemented, and instead the member will be asked to leave the Youth Council.

Contacts:

The Youth Council Worker or another Youth Council member may be contacted in an instance where concerns are raised over the behaviour of another member. This may be due to concern for the safety of themselves, other members or the member in discussion.

Lucybissell@southend.gov.uk and EmmaOHara@southend.gov.uk can be contacted.

The current Youth Mayor, Deputy Youth Mayor and Member of Youth Parliament may also be contacted.

The Behaviour Policy is to be reviewed every September and February of each year by the Youth Council.

All existing and new members of the Southend Youth Council must comply with the Behaviour Policy, signing the document each time it is reviewed.

Sign Below:

Signature:

Name in Print:

Date:

Written by Isla Bridge, Deputy Youth Mayor, and Noah Murphy-Brown, Youth Mayor, & agreed by Southend Youth Council November 2025.