Connect and Reflect

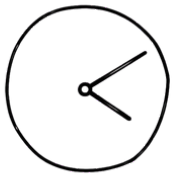
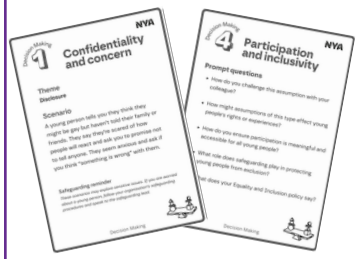
Session 3: Reflect and Reconnect – Embedding Ethics Across Theory, Practice and Policy

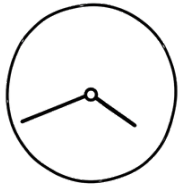


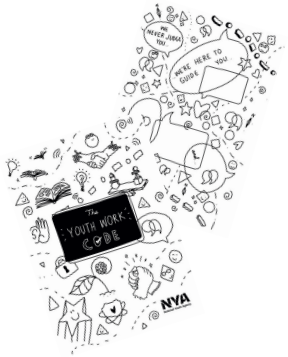
Focus: Bringing together principles, ethics, and policy through reflection and practical application.
Duration: 60 minutes.
Aim: To deepen reflection on how ethics and principles are lived daily, and to co-create practical ideas or sessions that model ethical youth work.
Learning Outcomes:

- Reflect on how ethics, principles, and policies align.
- Identify areas of strength and growth in their own practice.
- Co-create team commitments for embedding ethical youth work.

Time	Activity	Resources	Facilitation Prompts / Debrief
 0–10 mins	**Warm-Up – "Ethics in Action"**	Flipchart, markers, Decision-Making Cards VIEW THE CARD DECK HERE	**Ask / Discuss:** • What makes this situation tricky? • Does it make a difference if the message comes to your personal or organisational WhatsApp? • What safeguarding procedures are in place? • How do your boundaries and the Code of Ethics guide what you do next? **Do:** 1. Ask participants to stand in a circle (or stay in small groups if space is limited). 2. Read the scenario to the group 3. "A young person messages you on WhatsApp late in the evening. They say they're upset about something that happened in the session today and ask if you can chat." 4. Ask participants to choose one of three positions in the room: ▪ Left: "I'd reply straight away." ▪ Right: "I'd wait until the next working day." ▪ Middle: "I'm not sure – it depends." 5. Invite a few people from each position to share why they chose it. Encourage open reflection, not debate. **Debrief:** • Capture key words or themes on the flipchart (e.g. boundaries, safeguarding, trust, professionalism, wellbeing). • Emphasise that everyday moments like this show how ethics, reflection and boundaries inform good youth work practice.

Time	Activity	Resources	Facilitation Prompts / Debrief
 10–25 mins	**Paired Reflection – "On the Ground"**	Decision-Making Card 	**Ask:** • Groups to provide feedback. • Ask participants to think about the scenario or question from an organisational point of view: • How would your organisation deal with this situation? • How would you support each other as a team? • What policies and procedures are relevant? e.g. Safeguarding **Do:** • Divide participants into small groups (3–5 people). • Give each group an Ethical Decision-Making Card. **Debrief:** • Highlight examples of reflective decision-making, teamwork, and clear boundaries. • Emphasise that ethics in youth work are lived through small, everyday choices and shared responsibility.

Time	Activity	Resources	Facilitation Prompts / Debrief
 25–40 mins	**Creative Task – "Ethics in Practice: Design a Session"**	Flipchart, markers, Code of Ethics, organisational policies, Decision-Making Cards and Dilemma Cards 	**Ask / Discuss:** • What are the key ethical challenges in this scenario? • How does your approach reflect the Code of Ethics and organisational policies? • How do you balance youth voice, inclusion, and safety in your session plan? • **Do:** • Participants to choose one of the scenarios they have been discussing (from either a Dilemma Card or a Decision-Making Card). • In small groups, ask them to create a mini session or activity showing how they might approach the situation with young people. **Debrief:** • Highlight creative approaches and practical ideas. • Emphasise how ethics are embedded in everyday youth work practice. • Capture key learning points on the flipchart, e.g. reflection, communication, inclusion, values-led practice.
 40–55 mins	**Group Feedback – "What We Can Take Forward"**	Flipchart, sticky notes 	**Invite** each group to share one learning or practical action from their session design. **Do:** Capture as Team Commitments to Ethical Practice. (will be used in session 4-5-6 with trustees) **Debrief:** Identify key themes and agree on 2–3 ideas to carry forward as a team or organisation.

Time	Activity	Resources	Facilitation Prompts / Debrief
 55–60 mins	**Reflection and Close – "Our Ethical Promise"**	[Colour Your Code doodle sheets] 	**Finishing note:** Thank participants for their contributions and reflection. Explain that the discussions and insights generated in this session will feed into an organisation-wide approach to ethical practice. These reflections will be used to enhance future workshops for managers and trustees, helping them explore the Code of Ethics and consider how it applies at a leadership level. Introduce the **Colour Your Code** activity ([See session plan here].) This downloadable creative resource enables youth workers and young people to discuss the Code of Ethics creatively while producing a piece of art for display in the youth centre. Encourage participants to consider how the session they designed could be adapted for young people using this tool, making ethics practical, engaging, and visible in the wider community.

Facilitation Guidance and Enhancements



- Promote a positive, supportive and reflective environment.
- Encourage contributions that build trust, respect different perspectives, and foster constructive dialogue.
- Support peer learning and open discussion.
- Create a safe space where participants feel comfortable sharing experiences, acknowledging that some topics may connect strongly with personal values and beliefs.
- Capture and retain key insights.
- Keep flipchart notes and session outputs to inform future workshops, leadership meetings, trustee planning or ongoing development work.
- **Optional Extension**
  - Incorporate relevant legislation or policy deep dives to strengthen understanding.