Session 5: Ethical Accountability – Policy and Participation in Practice

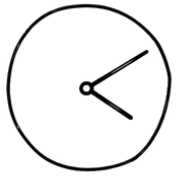
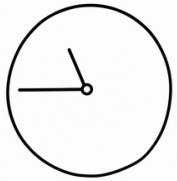


Theme / Brief:
Exploring how organisational policies reflect ethical principles and identifying where updates or reviews may be needed.
Duration: 60 minutes.

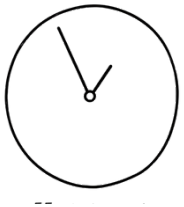
Learning Outcomes:

- Connect the Code of Ethics to organisational policies and frameworks.
- Identify gaps or inconsistencies in policy that impact ethical practice and youth participation.
- Develop a plan for reviewing and strengthening alignment between ethics, policy, and youth voice.

Time	Activity / Theme	Resources	Facilitation Prompts / Debrief
 0–10 mins	**Culture in One Word** **Icebreaker:** Participants write one word describing where ethics shows up in the organisation (policy, supervision, practice, values). Discuss patterns.	Flipchart 	**Ask:** “Where in our organisation do ethics show up?” “How do we see these values in action?” **Do:** Capture words; facilitate discussion. **Debrief:** Identify gaps and strengths in organisational culture.

Time	Activity / Theme	Resources	Facilitation Prompts / Debrief
 10–45 mins	**Mapping Youth Voice and Policy Links** **Look at one policy** (like safeguarding or EDI) and check how it follows youth work principles and the NYA framework. Show how young people have a say in the policy and whether they understand it.	Organisation policies, **NYA Professional Frameworks and Guidance**, Connect and Reflect Cards, flipchart **VIEW THE CARD DECK HERE**	**Ask:** "Where could we strengthen/amplify youth voice?" "How does this policy support the 5 principles and the code of ethics?" **Do:** Analyse policy, map links. **Debrief:** Highlight opportunities for alignment.
 45–55 mins	**Policy Audit Challenge** Develop short policy review guidelines to ensure youth voice and ethical accountability are embedded. **Examples might include:** • Policy is written in a way that young people can understand. • Review how young people were consulted in the policy's development. • Ensure young people are informed of changes or outcomes resulting from their input.	Flipchart, pens 	**Ask:** "What improvements reflect ethics in practice?" "What does ethical accountability look like in policy review?" **Do:** Draft guidelines. **Debrief:** Discuss practical steps to embed ethics in policies.



Time	Activity / Theme	Resources	Facilitation Prompts / Debrief
 55–60 mins	**Close and Next Steps** **Reflection circle:** Each participant completes the sentence: "One action I'll take to strengthen ethics in our policies is..." **OR** If you have delivered a session on Colour Your Code, you could use it as an example of how ethics have been structured in a way that young people can understand. If you haven't delivered it, discuss the Colour Your Code concept instead.	Flipchart	 **Ask:** "What key policy actions will you take forward?" **Do:** Record actions. **Debrief:** Connect to continuous policy improvement.

Facilitation Guidance and Enhancements

- Use a group contract and emphasise reflective discussion.
- Share personal leadership dilemmas to encourage honesty.
- Each session should conclude with tangible commitments.
- Start each new session by revisiting actions from the previous one.
- Keep the Code of Ethics and the 5 Principles visible and use them as an anchor for all discussions

