



Staff & Volunteers Code of Conduct

Dukes Barn is committed to promoting a safe, positive and enjoyable environment at our residential and day courses activities. We require that all volunteers conducting work on behalf of the Dukes Barn read and sign our Staff & Volunteers Code of Conduct. **You are expected to adhere to this code of conduct at all times.**

Everyone working & volunteering at Dukes Barn must agree to:

- Respect the rights, dignity and worth of all participants, staff and volunteers at all times
- Treat everyone equally regardless of age, disability, gender, race, ethnic origin, culture or social background religious belief, political persuasion, sexual orientation or any other personal characteristic/ feature
- Never use inappropriate language or gestures
- Protect themselves and others from verbal or physical abuse, and threatening or intimidating behaviour
- Not condone, or allow to go unchallenged, any form of discrimination if witnessed
- Conduct themselves in a manner that takes all reasonable measures to promote the wellbeing and safety of yourself and others
- Ensure the safety of all children by providing effective supervision during activities when applicable to your volunteer role
- Develop an appropriate working relationship with participants, staff and volunteers based on mutual trust and respect
- Display high standards of personal and professional behaviour at all times whilst representing the Dukes Barn
- Provide a positive role model for children and young people they are working with (this includes use of social networking sites)
- Not to smoke, vape (e-cigarettes) drink alcohol or use banned substances while on site or during any activity
- Not to engage in a sexual relationship with a young person for whom they are responsible
- Not take children or young people to their home
- Not exchange personal contact details with a child, e.g. mobile phone number, email address. If a child or young person requests to add you personally as a friend on social media you should decline.
- Respond to any concerns about a child or young person's welfare by following Dukes Barn's safeguarding reporting procedures
- Support the positive and fun atmosphere of the site and activities while ensuring the safety of yourself and others
- Do not take any photography on site unless with the consent of the safeguarding officers: Dan & Fiona

I have read and understood Dukes Barn's Code of Conduct for Staff & Volunteers and hereby consent to adhere to it at all times. I also understand that a breach of this code of conduct could result in my being dismissed from the site/ activity and subject to disciplinary procedures from Dukes Barn which could jeopardise my future involvement with Dukes Barn, and may result in a referral to the DBS/ Police.

Name: _____ Date: _____

Signed: _____