

Crosthwaite Campsite Code of Conduct

Crosthwaite Campsite's behaviour code for working with children, young people (up to the age of 18) and adults at risk of harm. All those volunteering at the campsite are asked to assent to and comply with this code.

Purpose

This behaviour code outlines the conduct expected of all volunteers.

The code of conduct aims to help protect adults at risk of harm, children, and young people from abuse and inappropriate behaviour from those in positions of trust, and to reduce the risk of unfounded allegations of abuse being made.

The role of volunteers

When working with children and young people or adults at risk of harm, you are acting in a position of trust for Crosthwaite Campsite. You will be seen as a role model and must act appropriately.

Good practice

- Treat everyone with dignity, respect and fairness, and have proper regard for individuals' interests, rights, safety and welfare;
- Work in a responsible, transparent and accountable way;
- Be prepared to challenge unacceptable behaviour or to be challenged;
- Listen carefully to those you are supporting;
- Avoid any behaviour that could be perceived as bullying, emotional abuse, harassment, physical abuse, spiritual abuse or sexual abuse (including inappropriate physical contact such as rough play and inappropriate language or gestures);
- Seek advice from someone with greater experience when necessary;
- Work in an open environment – avoid private or unobserved situations;
- Follow policies, procedures and guidelines and promptly report all disclosures, concerns, allegations, and suspicions to the Site Manager;
- Don't make inappropriate promises particularly in relation to confidentiality;
- Do explain to the individual what you intend to do, and don't delay taking action;

Unacceptable behaviour

- Not reporting concerns or delaying reporting concerns;
- Taking unnecessary risks;
- Any behaviour that is or may be perceived as threatening or abusive in any way;
- Passing on your personal and/or social media contact details and any contact that breaches trust;
- Harming the reputation of Crosthwaite Campsite or the Keswick Convention on social media, either through your own social media content, or your interaction with published social media content;
- Developing inappropriate relationships;
- Smoking and consuming alcohol or illegal substances;
- Favouritism/exclusion – all people should be equally supported and encouraged;