



## Volunteer Behaviour Code

At Belvoir Vale Riding for the Disabled Centre we want everybody to enjoy their activities in a safe, friendly and inclusive environment. It is everyone's responsibility to make our Centre a safe and welcoming place for all.

When I am taking part in Belvoir Vale RDA activities or representing Belvoir Vale RDA I agree to:

- Arrive on time for the volunteering sessions committed to
- Let organisers know if I cannot attend or are running late
- Supervise children and at risk adults whenever they are not supervised by coaches or carers.
- Support my rider/vaulter/learner in following group and site rules.
- Be friendly and speak kindly, respectfully and politely to and of others.
- Respect the boundaries and privacy of others.
- Offer help when I can and respond to requests for help wherever possible.
- Let the coach do the coaching.
- Remember that riding, vaulting and learning should be fun and unpressured.
- Celebrate and encourage effort, team work and successes.

- Be positive about mistakes – they are essential to learning.
- Leave any premises as I find it, including kitchen and toilet areas, yards and arenas.
- Follow any site, group and competition rules.
- Speak to the Coach, Equine Manager or Safeguarding Officer if any queries or concerns arise from a session.

At Belvoir Vale RDA we ask that nobody:

- Engages in, or tolerates, offensive, insulting, discriminatory or abusive language or behaviour.
- Engages in or tolerates bullying or harassment (unfriendly, aggressive, threatening, undermining or unkind behaviours, in person or online. Pursuing any form of unwanted contact)
- Uses sexually suggestive language or behaviours or allows these behaviours to go unchallenged or unreported.
- Takes photos of any coach, volunteer or participant without their direct permission, or in the case of a child or at risk adult, the direct permission of their parent or carer.
- Publishes, on social media or otherwise, photos of any coach, volunteer or participant without their direct permission, or in the case of a child or at risk adult, the direct permission of their parent or carer.
- Smokes, consumes alcohol or illegal substances on the premises, or arrives under the influence of alcohol or illegal substances.
- Knowingly breaks group, site or competition rules, policies or procedures.
- Speaks unkindly, untruthfully or unprofessionally about others.
- Abuses their position of trust with children and at risk adults.

In the event of a breach or breaches of this agreement Belvoir Vale RDA may:

- Verbally remind the individual of behaviours which fit with group values, check their understanding and model positive alternative behaviours to aid learning.
- Verbally issue a warning.

- Issue a formal written warning.
- Require an individual to leave the session or premises.
- Request a meeting with the individual concerned.
- Temporarily suspend membership or participation in sessions.
- Permanently annual membership / require an individual to leave the Centre.
- Request an individual resign from their role.