Code of conduct for Staff and Volunteers

Date of Policy	**October 2026**
Date of Review	**October 2027**

More advice is available http://www.bhs.org.uk/our-charity/about-us-and-our-work/working-withthelaw/safeguarding-children

As a member of staff or a volunteer for Hood Hill Equestrian would you like you to:

- ✓ Implement our Safeguarding policy and procedures
- ✓ Report any concerns about or allegations of abuse or poor practice to our Safeguarding Officer
- ✓ Listen to any concerns that parents or young people might have
- ✓ Do not engage in any behaviour that constitutes any form of abuse
- ✓ Respect your position of trust and maintain appropriate boundaries and relationships. This includes remaining professional and not being 'friends' with any of our young people who attend CLTH on social media or any other platform, e.g. snapchat, whatsapp
- ✓ Keep coaching, first aid and safeguarding training up to date
- ✓ Make sure you have the appropriate staffing ratios of adult to participant
- ✓ Respect children's trust and rights whilst being honest and open with them
- ✓ Do not discriminate against anyone, regardless of gender, race, sexual orientation or ability
- ✓ Administer first aid if an injury occurs and call for help when necessary
- ✓ Use constructive and positive methods of developing skills, without humiliating or harming them ✓ Abide by our E-safety policies
- ✓ Challenge and address instances of poor, negative, aggressive or bullying behaviour amongst young people ✓ Lead by example
- ✓ Develop positive relationships with parents/carers and keep them updated of their child's development/progress
- ✓ Help make the centre a friendly and welcoming place to be

As a member of our staff, we understand you have the right to:

- ✓ Enjoy the time you spend with us and be supported in your role
- ✓ Be informed of our safeguarding procedures and what you need to do if something isn't right
- ✓ Have access to ongoing training and support

- ✓ Be listened to
- ✓ Be involved and contribute towards decisions that affect the club/centre
- ✓ Be respected and treated fairly
- ✓ Feel welcomed, valued and not judged based on your race, gender, sexuality or ability
- ✓ Be protected from physical or emotional abuse from children or parents and be supported to resolve conflict

BHS Safeguarding Team

02476 840746

safeguarding@bhs.org.uk