

Centre of England RDA Group

Volunteer Behaviour Code

At Centre of England RDA, we want everybody to enjoy their activities in a safe, friendly, and inclusive environment. It is everyone's responsibility to make our group a safe and welcoming place for all.

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

- Arrive on time or let the organisers know if I am running late or cannot attend.
- Supervise our riders whenever they are not supervised by coaches or carers.
- Speak to the Coach or Safeguarding Officer with any queries or concerns as a priority.
- Support my rider 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 should be fun and unpressured.
- Celebrate and encourage effort, teamwork, and successes.
- Be positive about mistakes – they are essential to learning.
- Leave the premises as I find it, including the kitchen and toilets, yards, and arenas.

At CofE RDA we ask that nobody:

- Engages in, or tolerates, offensive, insulting, discriminatory or abusive language or behaviour.
- Engages in or tolerates bullying or harassment or pursuing any form of unwanted contact (unfriendly, aggressive, threatening, undermining or unkind behaviours, in person or online).
- Uses sexually suggestive language or behaviours or allows these behaviours to go unchallenged or unreported.
- Takes photos of any individuals without their direct permission (or in the case of a child the direct permission of their parent or carer) or publishes these images on social media without their direct permission (or in the case of a child 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 rules, policies, or procedures.
- Speaks unkindly, untruthfully, or unprofessionally about others.
- Abuses their position of trust with children.

In the event of a breach or breaches of this agreement CofE RDA Group 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 or 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 require an individual to leave the centre and resign from their role