



Code of conduct for Volunteers

Tough Enough To Care places great value on the involvement of volunteers in its work in various ways. Volunteers help enhance the range and quality of services provided by Tough Enough To Care by putting their time, skills, knowledge and experience at its disposal. They help keep Tough Enough To Care's work relevant to the community by bringing a range of personalities, backgrounds and experience into the organisation. This policy is intended to ensure good practice in the involvement of volunteers in Tough Enough To Care's work.

As a volunteer for Tough Enough To Care we ask you:

- ✓ 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 other volunteers may have
- ✓ Do not engage in any behaviour that constitutes any form of abuse
- ✓ Respect your position of trust and maintain appropriate boundaries and relationships
- ✓ Do not act in a manner that could bring Tough Enough To Care into disrepute
- ✓ Respect service users and guests trust and rights whilst being honest and open with them
- ✓ Do not discriminate against anyone, regardless of age, gender, race, sexual orientation, religion or culture
- ✓ Use constructive and positive methods of developing skills, without humiliating or harming any attendee's of our meetings and/or events
- ✓ Challenge and address appropriately instances of poor, negative, aggressive or bullying behaviour
- ✓ Help make any Tough Enough To Care event or meeting a friendly and welcoming place to be
- ✓ Strive to uphold the reputation of the organisation and those who work in it when speaking as a private citizen
- ✓ Do not accept personal gifts or money
- ✓ Ensure all Tough Enough To Care donations and funds are processed accurately, honestly and appropriately

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- ✓ Ensure your personal involvement on social media and in the community reflects the code of conduct and positively promotes Tough Enough To Care whilst reflecting our charitable objects

As a volunteer member of our team, 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 some of the decisions that affect Tough Enough To Care
- ✓ Be respected and treated fairly
- ✓ Feel welcomed, valued and not judged based on your age, race, gender, sexuality, religion or culture
- ✓ Be protected from physical or emotional abuse
- ✓ Understand how to report inappropriate behaviour

Before embarking on any volunteer duties in any capacity, we ask that you read and sign this code of conduct and return it to the Tough Enough To Care admin team.

By signing this document you agree to adhere to this code of conduct.

Signed:	
Name:	
Date:	

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