

HRS Safeguarding Code of Conduct

All staff and volunteers have an obligation to avoid creating distressing situations. Therefore they are expected to follow the Code of Conduct below:

As a Cycling UK staff/volunteer, you must:

- respect everyone as an individual
- provide a good example of acceptable behaviour
- respect everyone's right to privacy
- report any concerns to Cycling UK's DSL
- show understanding when dealing with sensitive issues
- listen to any concerns from anyone, particularly children, may have
- maintain acceptable boundaries and relationships with children.
Engaging in sexual behaviour with anyone under the age of 16 is illegal.
- adhere to the organisation's policies, including implementing the Safeguarding & Child Protection Policy

As a Cycling UK staff member or volunteer you must not:

- permit abusive behaviour
- have inappropriate physical or verbal contact with others
- engage in a sexual behaviour with anyone under the age of 18
- make suggestive or inappropriate remarks or actions
- deliberately place yourself or others in a compromising situation

Other adults present

Staff and volunteers should avoid situations where they are alone with a child or adult at risk. This precaution protects all parties by removing the feeling of threat from an insecure participant, and by providing a witness if an accusation of improper behaviour is made. However, there may be

occasions where this is not possible and a judgment will have to be made as to what is in the best interests of the child or adult at risk.

Physical contact

Physical contact between an individual and the staff or volunteers should be avoided. There are instances when it is necessary, eg to demonstrate a skill, but such contact should remain impersonal so there is no risk of it being misinterpreted. If contact is necessary the volunteer should always ask permission and advise the individual of the action to be taken.

Appropriate language

Care should be taken about what is said, and the way it is said. Staff and volunteers should always avoid saying anything which could be interpreted as being aggressive, suggestive, or contain any form of innuendo.

Creating false impressions

It is important that staff and volunteers do not create a false impression. Words and actions can be misunderstood, and care should be taken to avoid awkward situations. Should such a situation arise, it is essential to handle it with care and consideration to minimise embarrassment to ride leaders, instructors, other volunteers and participants.