



Code of Conduct for all volunteers, committee members, OUWG members, visitors, participants at events, surveyors, event organisers.

Why we have a Code of Conduct:

- To make sure OUWG activities are safe and inclusive for all, whether on site or off site, whatever role you have in this community group.
- So, it is clear how we expect you to behave and how you can expect others to behave towards you.
- The Code of Conduct applies to all on line communication, on line meetings, in person meetings, events and communications.

What OUWG expects from you:

- Welcome and support people of all backgrounds and identities
- Be considerate when making any decisions that may affect someone else
- Treat everyone with respect and dignity
- Listen to others views
- Act as a positive role model
- Respect other people's right to privacy – for example, do not share photos and people's names on social media without their permission
- Help create an environment that encourages everyone to feel comfortable and confident
- Speak to a member of the committee about any behaviour which makes you feel uncomfortable or unsafe
- Under 15's must be accompanied by adults on site at all times. Dogs only on site if companion dogs and must be on a lead. Take all litter with you.
- Join in and have fun!

Participants should never:

- Be physically violent towards others.
- Be verbally abusive towards others.
- Use un-kind or humiliating language that purposefully puts people down
- Sexually assault or threaten sexual assault to others.

- Be under the influence of alcohol/ illegal substances during meetings/events on site.
- Smoke or Vape unless you are in a designated area

What you can expect from our committee volunteers

- Our committee volunteers will prioritise the welfare of all members.
- All our committee volunteers will uphold the Code of Conduct and treat you with the same respect
- We will challenge any inappropriate behaviour that falls short of our Code of Conduct and encourage members to speak out about any attitudes or behaviour that makes them feel uncomfortable
- We will make sure all our activities are inclusive and accessible and do our best to ensure you feel supported at all times
- We will manage behaviour and act appropriately
- We will respond to any incidents in accordance with our Safeguarding Policy and Procedure

Breaking our Code of Conduct

If you behave in a way that doesn't follow our behaviour code, committee volunteers will remind you about it and ask you to change your behaviour. If you continue not to follow the code of behaviour after your first reminder, or if your behaviour is more serious, you will be given a formal warning by a committee member and we might also decide that further steps should be taken, such as restricting you from taking part in certain activities or asking you to leave.

How to report an issue

If you are concerned about someone's behaviour or have a complaint against another person on site, please initially speak to the Chair or Membership Secretary. If you would like to speak to someone in confidence, please contact our Safeguarding Lead: Helen Edwards info@ouwg.org.uk

By visiting the site and attending OUWG activities you are agreeing to our code of conduct. Should you have any questions or queries about this, please speak to Helen Edwards info@ouwg.org.uk