



Essex Badger Protection Group

VOLUNTEER CODE OF CONDUCT

Every volunteer is expected to behave in a professional manner. The way we carry out our duties must promote and maintain confidence and trust in the work of the Essex Badger Protection Group (EBPG).

Confidentiality

Volunteers should be committed to maintaining a high degree of integrity in all their dealings with all persons and information received in the course of providing EBPG services.

Respect for Others

EBPG treats its members, volunteers, donors and members of the public with respect. EBPG expects in return an equal standard of respect.

All volunteers must treat colleagues, donors, and the public respectfully and with dignity.

We all have a responsibility to ensure that everyone supported by EBPG, particularly children, young people and vulnerable adults, are protected from harm, in accordance with the Badger Trust Safeguarding Policy. The Nominated Safeguarding Lead for EBPG will be the Group's chairperson.

Conflict of interest

Due to the sensitive nature of some of our work, volunteers must declare any conflict of interest.

Professional conduct

Volunteers must observe both the spirit and letter of the laws and regulations pertaining to the services and goods provided by EBPG, e.g. Health & Safety regulations, Data Protection law, law relating to equality & diversity, theft, bribery and corruption, and use of social media.

Equality and discrimination

Volunteers must always strive to be fair and objective in their actions, and not be influenced in their decisions, actions or recommendations by issues of gender, race, creed, colour, sexuality, age or personal disability. They must never discriminate against, harass, intimidate or victimise any person.

If in Doubt – Please Ask

The principles in this Code are intended to help guide you in the normal course of your work, but it is no substitute for common sense and proper internal consultation. If you find yourself in a situation where you are unsure of the right course of action to take, you may find it helpful to ask yourself the following questions:

- Is it legal?
- Is it ethical?
- Is it consistent with this Code of Conduct?
- Can I explain it to my family and friends?
- Would I feel comfortable if it appeared in a newspaper?

If you still find that you do not know the right course of action to take, if you suspect someone else of acting contrary to this Code, or if you do not understand something contained in this Code, you should speak with a member of the committee.

Never hesitate to ask questions, raise concerns, or seek the guidance you need. EBPG will not tolerate any retaliation or discrimination against anyone who has reported a concern in good faith.

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