



GIRL ON FIRE

4. Staff And Volunteer Code Of Conduct

Owner: Director/course manager

Everyone representing GOF must treat participants respectfully, keep professional boundaries, follow safeguarding procedures and act within their competence. Avoid discriminatory comments, intimidation, humiliating feedback, favouritism, exploitative relationships and retaliation.

Use approved organisational communication channels. Do not privately message children through personal accounts, exchange sexualised messages, develop romantic or sexual relationships with child participants, or use your role to pursue adult participants. Declare pre-existing relationships and conflicts. Do not borrow from participants, lend money privately or solicit gifts. Declare gifts to the manager and follow the financial/conflicts policy.

One-to-one work must be authorised, risk-assessed, scheduled and conducted in a setting allowing appropriate oversight and privacy. Explain the arrangements and consent requirements. Do not introduce a blanket rule that makes safe individual support impossible. Physical contact must be necessary, appropriate and explained, with consent where possible; emergency intervention must be proportionate and within training.

Do not give unauthorised lifts, invite participants to your home, photograph them on personal devices, or access records out of curiosity. Arrive fit to work; alcohol or drug impairment while responsible for participants is prohibited. Respect participant confidentiality beyond the end of your role.

Report boundary breaches and unsafe conduct immediately. Safeguarding allegations follow policies 1-2 before any routine disciplinary response. Managers may restrict duties while facts are assessed, without treating an allegation as proven. Confirm in writing that staff have read and understood this code.