

## EAST COAST OUTDOORS COMMUNITY INTEREST COMPANY

### Code of Conduct

#### **Version Control Table**

Version	Author	Date	Changes
0.1	Hannah Mitchell	02-12-2018	1 <sup>st</sup> Draft
0.2	Hannah Mitchell	19-12-2018	Number formatting
1.0	Hannah Mitchell	01-03-2021	Approved by Board

#### **Document Control Table**

Document Title	Code of Conduct
Version	1.0
Author	Hannah Mitchell, Company Secretary
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Approved by	ECO Board
Supersedes Version	
Date of Last Review	01-03-2023
Date of Next Review	01-03-2025

East Coast Outdoors CIC is keen to reinforce with everyone who takes part in an activity hosted by us that their own behaviour can influence others. We want participants to enjoy their time with us and have productive and challenging experiences.

The staff team strive to make all activities a safe and happy event for everyone. It is important that participants behave conscientiously and understand their responsibilities in relation to safety so making the activity enjoyable for everyone.

**Everyone's contributions are valued no matter how small.**

So that its clear to all who attend an activity with us, the follow 4 behaviours will likely result in the removal of participants from activities run by East Coast Outdoors CIC. The cost of removing a participant falls with the parent, guardian, or participant (if over 18 years).

**Bullying** - A clear line is drawn when it comes to physical or emotional bullying. We will not accept any form of bullying or violent conduct – anybody involved in behaviour that is likely to endanger the safety of others will be asked to leave the activity.

**Discrimination** – we are an inclusive organisation, and everyone is treated the same, regardless of their disability, ethnicity, looks, gender, wealth, religious beliefs, sexuality, or any other personal attributes.

**Alcohol & Drugs** - There is a total ban on drugs, anything found will be confiscated and the police called. Alcohol is not allowed during an activity even if your 18 years or over. Anyone caught drinking alcohol or in proccession of drugs will be asked to leave the activity.

**Dangerous Behaviour** - All young people are given a safety briefing before activities begin. Any behaviour which is deemed dangerous either to the individual and/or others, will mean the activity is stopped and a young person may be asked to leave.

**Anyone leaving an activity run by East Coast Outdoors CIC will not be provided with a refund. An incident report will be completed by staff who witnessed behaviours indicated above.**