Code of Conduct 2026/2027

Staff and volunteers are responsible for:

- Prioritising the welfare of young people
- Providing a safe environment for young people - this includes having awareness of issues to do with safeguarding and child protection and taking action when appropriate.
- Following our principles, policies, and procedures this includes policies and procedures for child protection/safeguarding.
- Always staying within the law
- Modelling good behaviour for children and young people to follow
- Challenging all unacceptable behaviour and reporting any breaches of the behaviour code to the designated safeguarding officer
- All allegations/suspicions of abuse must be followed up using our reporting procedures (this includes abusive behaviour being displayed by an adult or child and directed at anybody of any age), as per our Safeguarding Policy.

We ask that volunteers:

- Treat children and young people fairly and without prejudice or discrimination
- Understand that children and young people are individuals with individual needs.
- Respect differences in gender, sexual orientation, culture, race, ethnicity, disability and religious belief systems between yourself and others, and appreciate that all participants bring something valuable and different to the group/organisation.
- Encourage young people and adults to speak out about attitudes or behaviour that makes them uncomfortable.
- Use special caution when discussing sensitive issues with children or young people.
- Ensure your contact with children and young people is appropriate and relevant to the work of the project you are involved in.
- Ensure that there is more than one adult present during Dare to Dream activities with children and young people.
- Value and take children's contributions seriously, actively involving them in planning activities wherever possible.
- Respect a young person's right to personal privacy as far as possible, in some cases it may be necessary to break confidentiality in order to follow child protection procedures; if this is the case it is important to explain this to the child or young person at the earliest opportunity.
- Only provide personal care in an emergency and make sure there is more than one adult present wherever possible.
- Inform us of any medical conditions that may arise and potentially affect your participation in the programme, so we can offer appropriate support and accommodations.
- Be alert to signs of exploitation or modern slavery, including where a child or young person may be part of an organised network or group, and report any such concerns immediately in line with our Safeguarding Policy.

Unacceptable behaviour

When working with children and young people, staff and volunteers must not:

- Allow concerns or allegations to go unreported.
- Smoke, consume alcohol or use illegal substances. This includes cigarettes / e-cigarettes or any type of vape, not being visible whilst in/on school premises and any smoking must NOT

- be on the school premises. The consumption of alcohol before events is prohibited; arriving with the smell of alcohol is unacceptable.
- Develop inappropriate relationships with children and young people.
- Make inappropriate promises to children and young people.
- Engage in behaviour that is in any way abusive.
- Let children and young people have your personal contact details (mobile number, email, address, or social media details). If you want to communicate with a young person, you must always do this through the educational institution and Dare to Dream team.
- Act in a way that can be perceived as threatening or intrusive (to include but not limited to, invading personal space and unwanted contact, following, whispering, staring, or leering, excessive questioning, intrusive comments, or jokes) — see Physical Contact below for guidance on appropriate contact.
- Patronise or belittle children and young people.
- Make sarcastic, insensitive, derogatory, or sexually suggestive comments or gestures to or in front of children and young people.
- Not use personal mobile phones while working directly with children or young people on school premises and follow the host school's mobile phone policy at all times.
- Make or tolerate misogynistic, sexist, or discriminatory comments or jokes, even where intended as humour.

Physical Contact

- Speakers may use brief, mutual, public gestures such as fist pumps and high-fives as part of the Dare to Dream format (e.g. welcoming a student, celebrating them stepping out of their comfort zone); this is a normal and encouraged part of how the programme engages students.
- Beyond this, staff and volunteers should not initiate further physical contact with a child or young person, including hugs or hands on shoulders/arms/back, even when warmly intended.
- Volunteers and mentors, who work more closely and one-to-one with students, should default to no physical contact at all, including fist pumps/high-fives, unless the setting clearly mirrors the speaker's public, group format.
- Before each programme, the Dare to Dream team should confirm the school's general policy on physical contact/touch, and whether any specific students should have no physical contact at all (for reasons the school does not need to disclose in detail) and share this with attending staff/volunteers as part of the pre-programme briefing. Where a school's policy is more restrictive than ours, the school's policy takes precedence.
- Staff and volunteers should stay aware of how contact could be perceived, and any incident of concern should be raised with the DSO the same day.

Online Code of Conduct

When working with children and young people online, staff and volunteers must:

- Let the Dare to Dream team know if you are concerned about anything you see online or by any messages that you receive.
- Not deliberately browse, download, or upload material that could be considered offensive or illegal. If you accidentally come across any such material, please report it immediately to the Dare to Dream Team. Not use AI tools to create, alter, or generate images or content involving children or young people, and report any concern about AI-generated or digitally altered images (sometimes called 'deepfakes') immediately.

- Not send anyone material that could be considered threatening, bullying, offensive or illegal
- Not share any personal information with students, (mobile number, email, address, or social media details)
- Not communicate with students on social media or outside of the Dare to Dream programme, all communication must be done through the Dare to Dream team or educational institution.
- Not arrange meetings with students without event team members or educational institution representatives

Staff and volunteers should always follow the code of conduct.