



Sailship Volunteer Code of Conduct

Last reviewed: [May 2025] Next review due: [May 2026]

1. Purpose

This Code of Conduct outlines the standards of behaviour expected from all Sailship volunteers. It ensures a safe, respectful, and empowering environment for learners, carers, staff, and fellow volunteers.

2. Our Values

Volunteers are ambassadors of Sailship's mission to grow friendships between people, place, and possibility. We ask all volunteers to uphold our values of:

- **Kindness**
- **Inclusion**
- **Respect**
- **Integrity**
- **Empowerment**

3. Expectations of Volunteers

Volunteers agree to:

- Treat everyone with dignity, fairness, and respect—regardless of background or ability.
- Promote a safe, welcoming space for learners, carers, and visitors.
- Follow all safeguarding, health & safety, and data protection procedures.
- Maintain confidentiality and protect personal information.
- Use equipment and resources responsibly and only for their intended purpose.
- Communicate clearly and kindly, avoiding offensive or discriminatory language.
- Honour commitments and notify staff promptly if unable to attend.
- Report any concerns, incidents, or breaches of this Code to a designated staff member.
- Participate in relevant training and development opportunities.
- Support Sailship's inclusive and dementia-friendly practices.

4. Boundaries & Conduct

Volunteers must not:

- Engage in behaviour that could be perceived as abusive, discriminatory, or inappropriate.
- Share personal contact details with learners or carers without staff approval.
- Accept gifts or money from learners or carers.
- Represent Sailship externally without prior consent.

5. Safeguarding & Reporting

If you witness or suspect harm, abuse, or misconduct, report it immediately to:



Elizabeth Barritt CEO and Trustee  liz.barritt@sailship.org.uk  07538 255387

All concerns will be handled confidentially and in line with our safeguarding policy.

6. Breaches of Conduct

Breaches may result in a review of the volunteer's role. Serious misconduct may lead to dismissal from the volunteer programme.

7. Review & Feedback

This Code will be reviewed annually. Volunteers are encouraged to share feedback to help us improve.