



Volunteers Unacceptable Behaviour Policy

UNACCEPTABLE BEHAVIOUR POLICY

This policy is written to encourage an environment where all Wood Street First WSF volunteers can perform their voluntary role in a friendly, helpful, welcoming, supportive and encouraging way without fear of unacceptable behaviour.

WSF deplores all forms of personal harassment and bullying and will ensure that volunteers, and others, are treated with dignity and respect, regardless of race, gender, sexual orientation, transgender status, age, disability and religion.

WSF recognises that personal harassment can interfere with an individual's work performance and team work by creating stressful, intimidating and unpleasant working conditions. WSF supports everyone to work together to prevent unacceptable behaviour from occurring in the first place and for all volunteers to be sensitive to the circumstances, should such behaviour occur.

Sensitive and informed care may be offered by a chosen member or members of the WSF Management Committee to anyone who has abused or suffered abuse; including support to make a complaint if that is so desired. WSF will also help to find appropriate specialist care or an advisor either from the National Council for Voluntary Organisations (NCVO) or local support agencies that may be appropriate to the situation.

It is the responsibility of all volunteers to take reasonable care of the health and safety of themselves and of others, especially those who might be affected by unacceptable behaviour from other persons.

In order to promote equality of opportunity WSF expects all volunteers to adhere to the following: Respect for others and to treat others equally, to be sensitive to the needs of others, to be friendly and helpful, to not engage in offensive behaviour at any time. This shall include racism, homophobia, and sexism, aggressive and unpleasant behaviour. Or any type of harassment and bullying

If a volunteer experiences any form of violence or abuse they should make it known to a Committee Member so they can receive immediate medical attention if physically hurt. They should inform any member of the WSF Management Committee as soon as possible of all the details of the incident both verbally and in writing.

Any allegations of mistreatment, abuse, violence, harassment or bullying will be responded to without delay by the WSF Management Committee and reported to the Police if appropriate. Unacceptable behaviour could result in a volunteer being given a guidance warning or asked to leave their role as a Wood Street First Volunteer.

This Policy should be read and implemented in conjunction with the Wood Street First Constitution No: 02-CON-0418 and the Wood Street First Equal Opportunities Statment No: 06-EOS-0418. Volunteers should familiarise themselves with these documents


Committee Officers

Signed  _____

Chair: Mr Graham Hodgkiss

Signed  _____

Assistant Chair: Mr Martin Kearney

Signed  _____

Secretary Mrs Linda Brooks

Signed  _____

Treasurer: Mr Adrian Stannard

Date: 19th March 2019