



# Leafy Legends Volunteer Code of Conduct

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## Purpose

To guide volunteers in supporting children safely, respectfully, and in harmony with the values of Bramble Wood Forest School. Volunteers are cherished members of our community — this code ensures they feel confident, clear, and emotionally attuned in their role.

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## Our Ethos

- **Kindness first:** Every interaction is grounded in warmth and respect
- **Safety always:** Physical and emotional safety are non-negotiable
- **Child-led learning:** Volunteers support, not direct — curiosity leads the way
- **Emotional presence:** Volunteers remain calm, attuned, and available
- **Nature-rooted:** Activities honour the land, seasons, and sensory experience
- **Team spirit:** Volunteers collaborate with staff and follow guidance

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## Relationships with Children

- Speak gently and listen with care
- Avoid shouting, sarcasm, or criticism
- Never use physical punishment or restraint
- Respect personal space and consent-based comfort
- Encourage autonomy — offer choices, not commands
- Celebrate diversity in identity, ability, and expression
- Do not be alone with a child out of sight of others

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## Campfire & Tool Use

- Volunteers may support fire and tool activities under staff supervision
- Must follow all safety boundaries and ratios
- Never light fires or lead tool use independently
- Model calm, respectful behaviour around fire and tools
- Ask questions if unsure — safety is a shared responsibility

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## Professional Conduct

- Arrive prepared, dressed appropriately for outdoor learning
- Use inclusive, child-friendly language
- Avoid gossip, judgement, or divisive conversation

- Maintain confidentiality — share concerns only with staff
- Do not use personal phones during sessions unless agreed
- Refrain from taking photos unless authorised

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## **Safeguarding & Boundaries**

- Volunteers must complete safeguarding induction before supporting sessions
- Any concerns about a child's wellbeing must be reported to staff immediately
- Volunteers must not share personal contact details or social media with children
- Physical contact must be appropriate, consent-based, and emotionally attuned
- Volunteers must not administer first aid unless trained and authorised

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## **Emotional Attunement**

- Notice and respond to children's emotional states with care
- Offer comfort through presence, not pressure
- Avoid dismissing or minimising feelings
- Support children to regulate through sensory play, quiet space, or gentle conversation
- Seek support from staff if unsure how to respond

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## **Accountability & Support**

- Volunteers sign this Code of Conduct before joining sessions
- Breaches may result in being asked to step back from volunteering
- Reflective conversations are offered to support growth and confidence
- Volunteers are encouraged to share feedback and ideas
- This code is reviewed annually with volunteer input

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## **Related Policies**

- Safeguarding & Child Protection Policy
- Campfire & Tool Use Policy
- Behaviour & Emotional Wellbeing Policy
- Staff & Volunteer Induction Policy
- Risk Assessment Policy