



Leafy Legends Volunteer Code of Conduct



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.



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