



## **Code of Conduct**

UKRO value all volunteers who commit their time to support the charity, you do this to support others to be the best they can be through your personal commitment to UKRO. UKRO values encompass the things that are important to us as a charity, supporting us to achieve our vision.

UKRO expect all employees to follow the code of conduct. We also expect them to foster a well-organised, respectful and collaborative environment.

## **UKRO Values**

- Honesty
- Fairness
- Respect
- Consideration
- Trust
- Compassionate

It is the responsibility of all volunteers to ensure they always uphold the values of UKRO and familiarise themselves with the principles of this policy and to adhere to this code of conduct whilst conducting duties on behalf of UKRO.

## **UKRO Volunteers have a duty to ensure that they:**

- Communicate individual and team performance.
- Apply fair and consistent scoring.
- Ensure a healthy and safe working environment.
- Always provide an environment for individuals and teams to thrive.

UKRO promotes the value of diversity and inclusion and does not tolerate any form of discrimination. Volunteers must have respect and cross-cultural awareness for the diverse range of skills, activities, talents and overlapping interests of all participating teams.

## **UKRO Volunteers will at all times:**

- Perform their duties with diligence, care and attention.
- Seek to achieve high standards of personal performance and professionalism.
- Be reliable in terms of their commitments.
- Be self-sufficient bringing the necessary resources to each Rescue Challenge, to enable them to fulfil their role.



- Avoid assessing their own organisations Rescue Team(s) where practically possible.
- While representing UKRO, ensure they behave appropriately aligned to this code of conduct.
- Actively participate in skill enhancement activities relevant to their position.
- Not use their position for private advantage or profit.
- Make every effort to prevent equipment loss, damage or inappropriate utilisation.
- Make every effort to maintain a safe, controlled working environment and thereby eliminating or minimising any injury to persons and/or the environment.
- Not participate in any improper activity that is likely to bring discredit to the reputation of the UKRO, the Host Service or their own organisation.
- Abstain from the use of non-prescription drugs; and
- Ensure that they are fit to carry out their volunteer duties and not impaired by alcohol, drugs and/or other substances.

Only UKRO Executive Committee members are authorised to comment on behalf of UKRO and all requests for comment should be referred to the UKRO Secretary in the first instance.

### **Confidential Reporting**

The Charity values, and relies upon, the professionalism and integrity of its volunteers.

Any volunteer that wishes to report inappropriate behaviours that are in conflict with UKRO Code of Conduct can do so confidentially via either Vice Chair.

It is the responsibility of all volunteers to inform UKRO via either Vice Chair, in confidence, if they are facing criminal charges or receive sanctions in their workplace.