



VOLUNTEER CODE OF CONDUCT

Includes COVID-19 measures – new for 2020-21 Season

This Volunteer Code of Conduct applies to all support staff and representatives for BUCS events.

INTRODUCTION

Volunteers play a vital role in ensuring BUCS is able to deliver the full range of services to our membership. The relationship between BUCS and volunteers who act as support staff or representatives at BUCS events is an extended one, and includes acting on behalf of BUCS with our agreement in different situations and environments.

This code applies from arrival at event venues until departure from the venue, including all official and unofficial social functions of, or associated with, BUCS or its events. The code also applies when discussing BUCS or related business during the volunteer's term of appointment.

PURPOSE

It is recognised further guidance is needed to ensure our volunteers know what is expected of them in this important role. The purpose of this document is therefore:

- to contribute to a constructive and enjoyable atmosphere in which to volunteer with BUCS.
- to ensure all support staff and representatives know what behaviour they have a right to expect from other members.
- to ensure all support staff and representatives know what behaviour is expected of them whilst volunteering for BUCS.

EXPECTATIONS

The main expectation BUCS has for volunteer conduct is that volunteers help BUCS with its strategic aims for sport in higher education. A volunteer would do this by following BUCS policies and without using negative behaviour which impacts on BUCS, external organisations or BUCS membership.

In addition to being reliable, support staff and representatives are expected to work constructively with other volunteers and employees. Consequently, when support staff or representatives take on a task or role, they are expected to do it in a way which doesn't create excess work or unnecessary pressure for others or unacceptable delays to the task in hand.

Support staff and representatives should also respond constructively with reasonable requests made to them from other volunteers or employees.



BUCS places a lot of trust in its volunteers, both in its internal business and public matters. Employees and volunteers need to trust other volunteers if they are to work productively together. Therefore, BUCS expects volunteers to be honest whilst volunteering for BUCS.

As a volunteer with BUCS you can expect:

- opportunities to use your talents and skills to influence the development of university sport, and to be allocated a role that best suits your skills and interests.
- to be listened to and for BUCS to respond to your requests, queries or complaints promptly.
- to be given clear and concise information from BUCS about what is expected of you.
- to receive advice on how to best complete your duties as a BUCS volunteer including health and safety guidance.
- a chance to meet people, make friends, and to feel an important member of the team.
- the opportunity to undertake appropriate training and continue to volunteer at other BUCS events and other BUCS sports.
- to be treated with respect and consideration by other volunteers and BUCS staff, receiving equal opportunities, recognition and thanks.
- reimbursement of any reasonable out-of-pocket expenses incurred as part of your volunteering at BUCS events.

BEHAVIOUR

This code may apply in addition to other BUCS policies. There is no expectation all volunteers will know the intricate detail of all BUCS policies relating to behaviour. However, most behaviour BUCS considers to be negative is widely understood and accepted as negative behaviour in society.

All support staff and representatives must:

1. respect the rights, dignity and worth of others.
2. not act in a manner that may intimidate, offend, insult or humiliate another person on the basis of their sex, disability, race, colour, age, religion or national or ethnic origin.
3. be fair, considerate and honest in dealings with others without prejudice.
4. accept responsibility for their actions.
5. make a commitment to providing quality service.



6. not use their involvement with BUCS to promote their own beliefs, behaviours or practices where these are inconsistent with those of BUCS.
7. maintain high standards of personal behaviour at all times.
8. conduct oneself in an appropriate manner relating to language, temper and punctuality.
9. refrain from any form of harassment of others.
10. refrain from any behaviour that may bring BUCS into disrepute.
11. comply with all reasonable directions of BUCS.
12. maintain impartiality at all times.
13. not make any statement to the detriment of BUCS or the people within BUCS knowing it to be false or without regard as to the validity or falseness of the statement.
14. behave constructively in meetings and in relation to decisions.
15. not undermine decisions made by BUCS through obstructive behaviour.

CONFIDENTIALITY

Support staff and representatives may come across, or be entrusted with, information either about BUCS, partners of BUCS, or people or polices within which is confidential and / or sensitive information. Peoples' trust in BUCS will be undermined if any of BUCS volunteers unnecessarily discuss issues that should not be publically discussed.

Volunteers agree to adhere to data protection laws if handling any data, and agree to the terms of our [Privacy Policy](#). Volunteers must not disclose confidential or sensitive information received for the purpose of their role.

PARAMETERS

Support staff and representatives are expected to act as ambassadors for BUCS throughout their term of appointment and promote BUCS through their interactions with other stakeholders. However, BUCS needs to make the distinction between the responsibilities of the BUCS paid staff and volunteers.

Support staff and representatives are not permitted to:

- commit BUCS to any financial expenditure.
- enter negotiations or make any commitments regarding commercial activity including sponsorship and rights.



- attend meetings where a BUCS representative is requested (without prior agreement of the relevant BUCS staff member at the event).
- make representations to other partners and stakeholders (without prior agreement of the relevant BUCS staff member at the event).

Where opportunities in these areas are identified, the support staff and representatives should immediately refer to the BUCS staff member at the event on the best way to proceed.

LINES OF RESPONSIBILITY

All support staff and representatives will be responsible to the designated BUCS staff event lead before, during and after events, and for the duration of their appointment.

The BUCS staff event lead will be responsible on behalf of BUCS for support to all support staff and representatives.

BREACH OF CODE

Should there be any breach of the code of conduct by either party, this will be investigated through the relevant event staffing structure and in accordance with BUCS disciplinary guidelines.

COVID-19 MEASURES – NEW FOR 2020-21 SEASON

Like always, we are taking safety at our event seriously. After careful consideration during the off season regarding the current Covid-19 pandemic, the BUCS team have implemented the following measures to promote the health and wellbeing of competitors, officials, volunteers and all support staff.

We created these measures by:

1. Seeking advice from local authorities and National Governing Bodies regarding the current Covid-19 restrictions and recommendations
2. Collaboration with the host venues
3. Following of UK Government and NHS advice
4. Consultation with BUCS Chief Medical Officer

New Measures:

1. Competitor event disclaimer updated to include specifics around Covid-19
2. Limited entries to adhere to venue capacity restrictions/adherence to guidelines
3. New event formats to enforce all safety protocols such as social distancing, NGB guidance ... etc. (EG. Registration, flow, equipment etc.)



4. Designated times for arrival and departure
5. Staff members and volunteers interacting with competitors will be wearing appropriate PPE/face coverings
6. Temperature checks on arrival for all volunteers and competitors. Any person failing a temperature check will not be permitted to stay.
7. Covid-19 questionnaire completed on arrival of the event
8. Contactless registration (if appropriate)
9. Self-collection for event paperwork (EG. Bib numbers)
10. Access to hand-washing facilities, or hand sanitiser
11. Increased signage on hand washing
12. No handshakes, high-fives and spitting
13. Extra cleaning and disinfecting of frequently touched surfaces and facilities
14. We will be operating on a restricted access policy and no spectators will be permitted
15. No presentations will take place and all medals will be posted after the event
16. Volunteers must depart promptly after their role has finished

What's expected of volunteers:

1. Volunteers should stay home if they have any Covid-19 symptoms, live in the same household with someone with Covid-19 symptoms or have been diagnosed with, or suspected to have, Covid-19 in the past 14 days
2. Volunteers should stay home if they have been instructed to quarantine due to international travel restrictions or by NHS Track and Trace
3. Volunteers must follow direction from the event lead
4. Volunteers must comply with temperature checks. Any volunteer failing a temperature check will not be permitted to stay
5. Volunteers must complete Covid-19 questionnaire on arrival
6. Volunteers should always follow social distancing guidance
7. Volunteers should ensure they are following hand hygiene practices at all times
8. Volunteers are encouraged to wear a face covering when indoors and moving about the building
9. Volunteers should follow the guidance and safety procedures outlined for the event you are attending.

Despite all these extra measures we have implemented, it is impossible to fully remove all risk. Please carefully consider your options and make sure you are completely comfortable with the risks involved, before attending a BUCS event.

DOCUMENT LAST UPDATED

September 2020