



**Ocean Youth Trust South Code of Conduct for Employees, Trustees, Volunteers, Fundraisers and any other ambassador of the charity**

In order to ensure that young people and clients get the very best out of their experience with OYT South, and donors and sponsors can be proud of their association with the charity, we hope that everyone representing OYT South will work not only to the best of our ability but also to the highest of standards.

Anyone working or volunteering for the charity should therefore agree to the following:

1. Read, understand and comply with [OYT South's Safeguarding Policy](#).
2. Respect the rights, dignity and worth of every person and treat everyone equally within the context of their involvement with OYT South and sail training.
3. Place the wellbeing and safety of others above the development of performance or delivery of training.
4. Follow all guidelines laid down by OYT South with regard to specific training, coaching or social activities.
5. Not develop inappropriate relationships with others (especially children and vulnerable adults).
6. Base all relationships on mutual trust and respect; and not exert undue influence to obtain personal benefit or reward.
7. Encourage and guide others to accept responsibility for their own behaviour and performance.
8. Hold up to date qualifications as required by OYT South.
9. Ensure that the activities they direct or advocate are appropriate for the age, maturity, experience and ability of the individual.
10. At the outset, clarify with trainees (and where appropriate their parents, guardians or carers) exactly what is expected of them and what they are entitled to expect.
11. Consistently demonstrate high standards of behaviour.
12. Not do anything which may bring OYT South into disrepute by their actions or omissions.
13. Ensure all OYT South activities they are involved with are carried out according to any relevant international, national or regional laws, bylaws or mandatory obligations.
14. Act with integrity in all dealings pertaining to OYT South.
15. Not purport to provide OYT South - based activities outside of OYT South's operations.
16. Notify OYT South immediately of any court-imposed sanction that precludes them from contact with specific user groups or activities (for example children and vulnerable adults, or directorships).
17. Not carry out any activities on behalf of OYT South whilst under the influence of alcohol or drugs.
18. Read, understand and comply with [OYT South's data protection policy and privacy notices](#) and will act at all times in observance of good data protection practices with regard to their own data and that of and others.
19. Report any incident or concerns to the Skipper, Chief Executive, Chairman or Safeguarding Officer as appropriate.

***Failure to adhere to the OYT South Code of Conduct may result in disciplinary action***

*I confirm that I have read and understood and agree to abide by this Code of Conduct.*

Name (please print):.....

Signature: ..... Date: .....