

Code of Conduct



Riding Establishment:

This Code of Conduct sets out the standards of behaviour expected that we expect from staff, volunteers, contractors, parents/carers, riders and participants. It supports our commitment to safeguarding, equality, diversity and inclusion and ensures that everyone can take part in a safe and respectful environment.

This Code should be read alongside our **Safeguarding & Protection Policy**.

1. Principles

- The welfare of all (including children, young people, and adults at risk) is paramount.
- Everyone has the right to feel safe, valued, and respected.
- Discrimination, bullying, harassment, abuse, or neglect of any kind will not be tolerated.
- We are committed to promoting equality, celebrating diversity, and making reasonable adjustments for additional needs.
- Staff, volunteers, and contractors have a duty of care and must act as positive role models.
- Parents and carers play a vital role in supporting a safe environment.
- Everyone is encouraged to speak up about worries or concerns and will be listened to.

2. Expectations of Staff, Volunteers, and Contractors

- Treat all riders, learners, families, and colleagues with dignity and respect.
- Prioritise safety at all times in both ridden and non-ridden activities.
- Follow the **Equestrian Safeguarding Officer's (ESO)** guidance and safeguarding procedures.
- Report any safeguarding concerns promptly to the ESO or Deputy ESO.
- Maintain professional boundaries — never use inappropriate language, behaviour, or physical contact.
- Only use physical contact when necessary for safety, support or instruction, and in line with safeguarding training.
- Do not work alone with a child or adult at risk; follow agreed supervision ratios.
- Uphold confidentiality but never promise to keep safeguarding secrets.
- Follow safer recruitment and vetting requirements (including DBS checks where relevant).
- Use technology, mobile phones, and social media responsibly — no private messaging with children, young people or adults at risk.
- Never use position of trust for personal gain or advantage.
- Challenge unacceptable behaviour and report breaches of this Code.

3. Expectations of Parents and Carers

- Treat staff, volunteers, and other families with respect.
- Support your child or dependent to follow the rules of the riding school.
- Ensure riders arrive on time with correct clothing and equipment.
- Share relevant information about health, additional needs, or risks with staff.
- Respect the boundaries of staff and volunteers; avoid putting them in difficult positions (e.g. asking them to provide lifts, extra lessons or unsupervised contact).
- Raise concerns through the correct channels rather than in front of children or others.
- Celebrate effort and achievement without pressure or criticism.

4. Expectations of Riders and Participants

- Be kind, respectful, and supportive of other riders, horses, staff, and volunteers.
- Never bully, exclude, or discriminate against others.
- Listen to instructions and follow safety rules around horses and in the yard.
- Share any needs, risks, or concerns with staff so support can be provided.
- Ask if you are unsure — do not take unnecessary risks.
- Speak up if you are worried about yourself, your horse, or someone else.
- Use respectful language; swearing, teasing, or aggressive behaviour will not be accepted.
- Take care of facilities, tack, and equipment.

5. Equality, Diversity, and Inclusion

We are committed to ensuring that:

- Everyone has equal access to our services regardless of age, disability, gender, race, religion or belief, sex, or sexual orientation.
- Reasonable adjustments will be made to support participation.
- Discrimination, harassment, or victimisation will be challenged and may result in exclusion from the riding school.

6. Breaches of the Code

Breaches of this Code will be taken seriously and may result in:

- A verbal or written warning.
- Suspension or termination of involvement in activities.
- Referral to external agencies) where safeguarding is at risk.

7. Acknowledgement

All staff, volunteers, contractors, parents/carers, children, and adults at risk are expected to understand and follow this Code of Conduct.