



Ramblers Code of Conduct

When you join the Ramblers as a volunteer you will find an organisation that welcomes and supports diversity. We value and respect individual differences amongst our volunteers, our staff, our members and amongst the wider walking community. Together we are stronger, and we will achieve more. Our policies, our procedures and our ways of working reflect that we are constantly striving for excellence.

Our Values - How we do things

Together we share our passion for the outdoors and open the way for everyone to enjoy the simple pleasures of walking. However, it's not just about what we do, but also how we do it. And that's where our values come in. We all put them into action in everything we do so everyone has a positive experience with the Ramblers.

Our Values

- **Inclusive** - We make everyone feel welcome and part of the Ramblers community. We make sure we all feel respected and accepted and know our contributions make a difference in achieving our mission.
- **Inspiring** - We strive to inspire people through the way we act and the things we say. We channel our passion and ambition, so others are moved to help us achieve our mission.
- **Empowering** - We empower and encourage each other to make a positive contribution to our teams and the Ramblers. We do all we can to make sure everyone has the ability and feels confident to act.
- **Responsible** - We take responsibility for ourselves and those around us seriously by always acting in a safe and supportive way. We care about the environment and make sure we do what we say we will do.

Our Code of Conduct

Our Code of Conduct sets out the basic principles of how everyone involved in the Ramblers should work together in a spirit of mutual respect and understanding.

- Volunteers, members, staff and trustees will work together collaboratively to deliver our strategic aims and, in doing so, benefit the wider public.
- We will uphold the values of the Ramblers and promote them in all our work – with each other and when working on behalf of the Ramblers with people outside of the organisation. We will challenge attitudes and behaviour which disregard our values.
- We will recognise the structure of the Ramblers and acknowledge that we may have differing lines of accountability which means that we may have to say no to requests.
- We will recognise that our organisation is accountable to external organisations and is regulated externally, which means that we cannot always do what we may want.
- We will aim to communicate our requests and decisions clearly, effectively and with courtesy. We will avoid language or behaviour which may come across as offensive. We will try to listen to each other, especially where we may disagree.
- We will strive to make the Ramblers an enjoyable environment for everyone who works or volunteers.