



Code of Conduct

Purpose of this code of conduct:

- To contribute towards a constructive and pleasant atmosphere in which to work
- To ensure that all volunteers and staff members know what behaviour they have a right to expect from other team members and the person in charge
- To ensure that all staff members and volunteers know what behaviour is expected of them whilst working for Shoalstone Pool Ltd

Respect for Others

Staff members and volunteers will:

- Treat other people fairly and equally, working together and helping each other wherever possible
- Not discriminate unlawfully against any person
- Allow others to express themselves and understand that all views are important even if they are not the same as their own - as long as no offence is caused even if unintentionally
- Speak to the Pool Caretaker, Pool Manager or designated Director in the first instance if they have any issues with the work of another team member

Equal Opportunities

Staff members and volunteers will:

- Understand, respect and work at all times without prejudice to race, age, ethnic origins, disability, gender, physical and mental health, religion, sexuality or cultural background.
- Understand that all forms of discrimination, including bullying and harassment are unacceptable and contravene SPL's Equality Opportunities Policy.
- Perform his/her duties with honesty, integrity, impartiality, objectivity and a positive attitude

Health and Safety

Staff members and volunteers will:

- Comply with all health and safety instructions and procedures
- Observe safe working practices and consider the health and safety of themselves and others at all times
- Wear any protective clothing or equipment and use any safety devices that have been provided for their health and safety
- Listen to and adhere to the instructions of their team leader
- Ask the Pool Caretaker, Pool Manager or designated Director if in doubt about any of the instructions – as many times as is needed

Staff members and volunteers can expect to:

- Be praised where and when it is due
- Be treated fairly and with respect by all others
- Be listened to and have their views taken in to account when performing tasks
- Work in a positive and friendly environment