**Crops Not Shops Code of Conduct**

**1. Purpose**  
This Code of Conduct outlines the expected behaviour of all individuals involved in Crops Not Shops to ensure a safe, inclusive, and respectful environment.

**2. Expected Behaviour**

* Treat all individuals with dignity, respect, and kindness.
* Ensure all interactions are free from discrimination, bullying, or harassment.
* Act in accordance with our Ethics, Guidelines and Values.
* Follow all safeguarding and health & safety policies while working with children, vulnerable adults, or within the community.
* Be honest, transparent, and accountable for actions and decisions.
* Maintain professional boundaries when engaging with children, vulnerable adults, and the wider community.
* Report any concerns, unsafe behaviour, or safeguarding risks to the Designated Safeguarding Lead.

**3. Unacceptable Behaviour**

* Any form of physical, emotional, sexual, or verbal abuse.
* Discriminatory or offensive language or behaviour.
* Misuse of funds, equipment, or resources intended for community benefit.
* Failure to adhere to safeguarding protocols or health and safety guidelines.
* Engaging in any behaviour that could bring Crops Not Shops into disrepute.

**4. Reporting and Consequences**

* Any breaches of this Code of Conduct must be reported to the Designated Safeguarding Lead.
* Serious violations may result in suspension, dismissal, or referral to relevant authorities.
* All concerns will be handled confidentially and in accordance with safeguarding procedures.

**5. Agreement**  
All staff, volunteers, and individuals engaging with Crops Not Shops must read, understand, and agree to abide by this Code of Conduct.

Updated: February 2025