



Farmstrong Scotland

Volunteers' Behaviour Policy

May 2025

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1. About this policy:

The purpose of this policy is to establish guidelines for the behaviour and conduct of volunteers within Farmstrong Scotland. This policy aims to create a positive and inclusive community that upholds the values and principles of Farmstrong Scotland.

2. General Conduct:

- a. Volunteers are expected to conduct themselves in a professional, courteous, and respectful manner at all times.
- b. Volunteers should adhere to aims and objectives as defined in the Charity's Articles of Association [See attached]

3. Non-Discrimination:

- a. Farmstrong Scotland is committed to providing an inclusive environment for all volunteers.
- b. Volunteers must refrain from discriminatory behaviour, including but not limited to discrimination based on race, gender, age, disability, religion, or any other protected status.

4. Respect for Others:

- a. Volunteers should treat Trustees, staff, and fellow volunteers with respect and consideration.
- b. Disagreements or disputes should be resolved through constructive communication and in adherence to the Charity's established policies and procedures.

5. Social Media and Communication:

- a. It is agreed and understood that volunteers do not and cannot represent the Charity without the express permission or authority being vested by the Trustee Board to specific named individuals.
- b. Volunteers are encouraged to use social media responsibly and avoid engaging in any behaviour that may harm the reputation of Farmstrong Scotland.
- c. Volunteers must not bring the Charity into disrepute, nor make false or unsubstantiated allegations which might lead to the Charity being considered unjustly or wrongly.
- d. At all times volunteers should be mindful of the impact & consequences of airing disputes & grievances in public forums.
- e. Volunteers should endeavour to address conflict and divergent opinions through, and within appropriate channels.

6. Compliance with Charity Policies:

- a. Volunteers are expected to familiarise themselves with, and adhere to, all Farmstrong Scotland policies and procedures.
- b. Violations of policies may result in disciplinary action, including suspension or termination of involvement with Farmstrong Scotland. Lack of knowledge of said policies will not be considered a reasonable defence, should a disciplinary action be deemed necessary.
- c. In respect of volunteers, this may result in the Charity reviewing the working/volunteering agreement and could result in cessation of any such or all volunteering agreements.

7. Reporting Alleged Violations:

- a. Volunteers who witness or experience behaviour that alleges to violate this and other policies are encouraged to report it to Farmstrong Scotland.
- b. Farmstrong Scotland is committed to investigating all reported violations promptly and taking appropriate action.

8. Disciplinary Actions:

- a. Farmstrong Scotland reserves the right to take disciplinary action, including warnings, suspension, or termination of volunteer agreement , in response to volunteer's behaviour that violates this policy.
- b. Farmstrong Scotland reserves the right to take such action including warnings, suspension or reviewing any working/volunteering agreements and could result in cessation of any such or all volunteering agreements.

9. Review

- a. Review: This policy will be reviewed at least annually or as required, considering changes in legislation, guidance, and good practice.
- b. Monitoring: Farmstrong Scotland will monitor the implementation and effectiveness of this policy, seeking feedback and suggestions for improvement from members , volunteers and others.

10. Policy Dissemination

This policy will be made available to all volunteers and communicated to relevant stakeholders as appropriate. By adhering to this Volunteers Behaviour Policy, volunteers contribute to the overall well-being and positive culture sought by Farmstrong Scotland.

11. Approval and Revision History

- Approved by: Farmstrong Trustees
- Date of Approval: 21st May 2025
- Revision Date: by 21st May 2026