



Grass Roots Forest School Code of Conduct Policy

2025

Introduction

Forest School provides a unique outdoor learning environment where children and young people can develop confidence, resilience, and a connection with nature. To ensure their safety and well-being, all staff and volunteers must adhere to this Code of Conduct Policy. New staff are expected to read the CODE of Conduct that it summarised at the end of the policy which is available before starting work with children and young people.

Legal Framework

This policy aligns with UK legislation, including:

- **Children Act 1989 & 2004** – Duty to safeguard and promote the welfare of children.
- **Working Together to Safeguard Children (2018)** – Statutory guidance on inter-agency cooperation.
- **Keeping Children Safe in Education (KCSIE) 2023** – Safeguarding guidelines for educational settings.
- **Health and Safety at Work Act 1974** – Legal responsibility for health and safety in workplaces, including outdoor settings.
- **Equality Act 2010** – Protection against discrimination.
- **General Data Protection Regulation (GDPR) & Data Protection Act 2018** – Data privacy and protection obligations.
- **Safeguarding Vulnerable Groups Act 2006** – Regulating those working with children.

Responsibilities and Expected Conduct

Safeguarding

- Always prioritise the welfare of children and young people.
- Follow Grass Roots Forest School's Safeguarding Policy and report concerns to the Designated Safeguarding Lead (DSL).
- Never engage in inappropriate physical or verbal interactions.
- Avoid being alone with a child unless necessary for their safety.

Professional Boundaries

- Maintain appropriate relationships with children, avoiding favouritism.
- Use positive reinforcement and encouragement.
- Refrain from personal social media interactions with children.

Health and Safety

- Follow GRFS Health and Safety policy 2025



- Conduct risk assessments before each session.
- Ensure children are appropriately dressed for outdoor activities.
- Follow emergency procedures, including first aid and fire safety protocols.

Behaviour Management

- Follow GRFS Communication and behaviour policy 2025 based on respect and fairness.
- Address conflicts calmly and appropriately using the de-escalation guidelines.
- Never use physical punishment, threats, or humiliation.

3.5. Inclusion and Diversity

- Foster an inclusive environment where all children feel valued and respected.
- Follow GRFS Inclusion and Diversity Policy 2025
- Make reasonable adjustments for children with additional needs.
- Challenge discriminatory language or behaviour.

3.6. Confidentiality and Data Protection

- Maintain confidentiality and share information only on a need-to-know basis.
- Follow GDPR guidelines for handling personal data in the GRFS GDPR Policy 2025

4. Reporting Concerns

- Any safeguarding concerns must be reported to the DSL Vicky Faulkner immediately.
- In cases of emergency, contact emergency services or the Local Authority Designated Officer (LADO).
- Concerns about staff conduct must be reported to the DSL or LADO in case of the concern against DSL. See reporting procedures on GRFS Safeguarding and Child protection Policy and Procedures 2025

5. Breaches of the Code of Conduct

Failure to comply with this policy may result in disciplinary action, including dismissal and reporting to relevant authorities where required.

6. Policy Review

This policy will be reviewed annually to ensure compliance with legislation and best practices.


By following this Code of Conduct, Grass Roots Forest School staff and volunteers help create a safe and enriching environment for all children and young people.

Reviewed, dated and signed	V.Faulkner Feb 2025
Review by	Feb 2026





Grass Roots Forest School Code of Conduct for staff and volunteers


1. **Safety First**

-  Conduct regular risk assessments to ensure a safe environment.
- Ensure children understand safety rules, including fire and tool use.
- Always maintain appropriate staff-to-child ratios.

2. **Respect for Nature**

-  Encourage children to care for plants, animals, and the natural environment.
- Follow the 'leave no trace' principle—take only memories, leave only footprints.
-  Use natural resources responsibly and sustainably.


3. **Positive Behaviour and Inclusion**

-  Foster an inclusive, respectful, and supportive atmosphere.
- Model and encourage kindness, teamwork, and respect for others.
- Address conflicts calmly and constructively, promoting positive communication.



4. **Supervision and Boundaries**

- Ensure clear physical and behavioural boundaries for children.
- Maintain supervision, adapting to the environment and children's needs.
- Encourage children to explore independently while providing guidance.

5. **Safe Use of Tools and Fire**

- Train children on the correct and responsible use of tools and fire.
- Supervise activities involving tools, fires, or cooking.
-  Ensure safety equipment is available and used correctly.

6. **Well-being and Child Protection**

-  Prioritize children's emotional and physical well-being.
-  Follow safeguarding procedures and report concerns immediately to the DSL Vicky Faulkner – 07930 459580 or DDSL William Blake – 07834 402358
- Ensure all staff and volunteers adhere to child **protection policies**.



7. **Learning Through Experience**

- Encourage curiosity, creativity, and independent learning.
- Provide hands-on, experiential activities that support development.



- Allow children to take measured risks to build resilience and confidence.

8. **Communication and Partnership**

-  Maintain open communication with parents, carers, and guardians. As well as schools and service users.
-  Keep records of incidents and progress where necessary.
- Work collaboratively with families and schools to support children's learning and development. 