



ESG Gaming

Code of Behaviour Principles



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Code of Behaviour

Principles

As an adult working at ESG Gaming – whether as a member of staff or a volunteer – you have a responsibility to ensure that everyone attending ESG Gaming’s activities, particularly young or vulnerable adults, are protected from harm. It is the responsibility of each adult working at ESG Gaming to ensure that:

- ✓ their behaviour is appropriate at all times;
- ✓ they observe the rules established for the safety and security of young and vulnerable adults;
- ✓ they follow the procedures following suspicion, disclosure or allegation of inappropriate behaviour;
- ✓ they recognise the position of trust in which they have been placed; and
- ✓ in every respect, the relationships they form with the young and vulnerable adults in their care are appropriate

All persons who wish to work at ESG Gaming, must accept and understand this policy. They must also agree to put ESG Gaming’s policies on safeguarding vulnerable adults into practice.

Meeting your responsibilities

To give positive guidance the Code of Behaviour (below) provides a list of ‘do’s and don’ts’ to help you ensure that:

- ✓ the welfare of young people and/or vulnerable adults for whom you have a duty of care is safeguarded;
- ✓ you avoid compromising situations or opportunities for misunderstandings or allegations.

Code of behaviour

- DO** put this code into practice at all times;
- DO** treat everyone with dignity and respect;
- DO** set an example you would wish others to follow;
- DO** treat all everybody equally - show no favouritism;
- DO** plan activities that involve more than one other person being present, or at least are with in sight and hearing of others;
- DO** follow recommended adult/young people ratios for meetings and activities;
- DO** respect the right to personal privacy of a young or vulnerable adult;
- DO** avoid unacceptable situations within a relationship of trust, eg: a sexual relationship with a young or vulnerable adult over the age of consent;
- DO** allow young and vulnerable adults to talk about any concerns they may have;
- DO** encourage others to challenge any attitudes or behaviours they do not like;
- DO** avoid being drawn into inappropriate attention seeking behaviour, eg: tantrums and crushes;



- l) **DO** make everyone aware of ESG Gaming's procedures for safeguarding young and vulnerable adults;
 - m) **DO** remember this code even at sensitive moments, eg: when responding to bullying, bereavement or abuse;
 - n) **DO** keep other members of staff/volunteers informed of where you are and what you are doing;
 - o) **DO** remember someone else might misinterpret your actions, no matter how well-intentioned;
 - p) **DO** take any allegations or concerns seriously and refer immediately.
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1. **DO NOT** trivialise allegations;
 2. **DO NOT** permit abusive peer activities, eg: initiation ceremonies, bullying;
 3. **DO NOT** engage in inappropriate behaviour or contact - physical, verbal, sexual;
 4. **DO NOT** make suggestive remarks or threats to a young or vulnerable person, even in fun;
 5. **DO NOT** use inappropriate language - writing, phoning, email or internet;
 6. **DO NOT** let allegations, suspicions, or concerns go unreported;
 7. **DO NOT** just rely on your good name to protect you.



ESG
Gaming



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