



Windsor and Eton Pride

Code of Conduct for volunteers

W & E Pride Charitable Incorporated Organisation, registered in England and Wales No. 1210825,
International House, 109-111 Fulham Palace Road, London, W6 8JA.

<https://www.windsorpride.co.uk/>





Windsor and Eton Pride has been established as a not-for-profit volunteer led organisation.

Our vision is to celebrate the beauty of the fact that we are all uniquely human by creating platforms that empower all local LGBTQIA+ and Ally communities to demonstrate that everyone is welcomed, safe and loved here.

We recognise that all of the individuals that chose to volunteer with us are passionate, talented and are offering their unique talents to helping us achieve this vision. As such all of our volunteers are invited to role model behaviours that will create a safe environment for all.

Windsor and Eton Pride was formally recognised as a Charitable Incorporated Organisation in November 2024 with the Trustees having the legal accountability for the organisation.

Commitment from Windsor and Eton Pride Trustees

We will always strive to ensure that all of Windsor and Eton Pride's events and communication channels are free from any symbols, behaviour or paraphernalia which could be reasonably considered intimidating or likely to cause offence to someone because of their sexual orientation, gender, gender identity, race, age, disability, beliefs or other personal characteristics.

We believe that all individuals volunteering with us deserve to be treated with respect and work in a safe environment. We recognise that our organisation has a duty of care to volunteers to ensure that, as far as reasonably practicable, they are not exposed to risks to their health and safety. We will assess the risks around volunteering roles and activities and take steps to keep volunteers safe at all times.

Our aim is always to work collaboratively and in the most transparent way possible and we would ask any volunteer to speak up with any ideas, concerns or risks that you have identified so that we can work with you to resolve or mitigate them.

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Ask from our volunteer team members

All of our volunteers are expected to work collaboratively and treat any individual that they come into contact with, in person or online, as a result of the activities that they undertake on behalf of Windsor and Eton Pride with respect.

This includes ensuring that your communication aligns with our 'Tone of Voice' guidelines.

In order to ensure that we foster a safe and inclusive environment we ask that you take the following actions:

Respectfully challenge unacceptable behaviours which include, but are not limited to, anyone:

- Using offensive language related to homophobia, transphobia, biphobia, interphobia, bigotry, misogyny, race or religion.
- Harassing someone with unwanted behaviour.
- Physically or sexually assaulting someone.
- Making derogatory remarks about someone's body, manner, or sexual activities.
- Intimidating, threatening, or victimising anyone.
- Discriminating against someone due to their perception of another's sexual orientation, gender, gender identity, race, age, disability, or other personal characteristics.
- Using your position as a volunteer for Windsor and Eton Pride for personal financial gain.
- Applying undue pressure to any fellow volunteer to change a decision in relation to any Windsor and Eton Pride events or activities.
- Sharing information that you have access to solely as a result of your position with Windsor and Eton Pride outside of our organisation.

Respectfully challenging in the first instance is to give individuals the respect of benefit of the doubt, particularly if they are a fellow volunteer:

- Engage with the individual, if you feel safe to do so, and explain behaviour can be considered intolerant or offensive, giving them the benefit of the doubt, perhaps they were not aware. Be specific in providing such feedback by describing the action you observed, the impact it had and what they can do to avoid causing concern in the future.
- If someone is offering feedback please trust their intention is positive to support you and foster an inclusive environment.

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Be Actively Inclusive by:

- Using inclusive language respecting other's identity, by not making assumptions about anyone's gender identity, sexual preference, background or ability.
- Not tolerate any form of homophobia, transphobia, biphobia, interphobia, bigotry, misogyny, ableism, or ageism but actively challenge discriminatory behaviours and opinions in situations where you are representing our organisation.
- Respect how people choose to identify.
- Do not share someone's personal information without their permission and adhere to the principles and procedures set out in our data protection and privacy policy.

Support the local communities to be a safe and inclusive place:

- Be aware of where to find the information about support organisations published on our website in order to signpost individuals.
- If you believe that a potentially vulnerable individual, as defined in the Safeguarding Policy, is at risk please contact the Safeguarding lead whose contact information is available in the Safeguarding Policy

If you have any questions or concerns about the content of this policy or any particular situation, please refer the situation to one of the Trustees at, Graham@windsorpride.co.uk, Fiona@windsorpride.co.uk or Steve@windsorpride.co.uk to review and address.

If your concern is related to a Safeguarding concern you can also address this to Safeguarding@windsorpride.co.uk for the attention of our Safeguarding lead.

If your concern is related to the use of data or data privacy you can also address this to DataPrivacy@windsorpride.co.uk for the attention of our GDPR lead.

Thank you for helping us maintain a safe and inclusive environment for everyone. Your commitment to these guidelines makes a big difference!

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Version Control	Date	Author
1 st Draft	16 th June 2024	Fiona Lamond
Updated version – reflecting the application to become a charity organisation and recognising the role of the addition trustee.	20 th August 2024	Fiona Lamond
Update version – adding additional examples of unacceptable behaviours	25 th August 2024	Fiona Lamond
Updated Version A – Include charity registration details, new address and updated Trustee names	11 th January 2025	Fiona Lamond



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