



CODE OF CONDUCT

Applies to: All participants, leaders, International Service Team (IST) members, contractors, visitors and external partners.

1. Purpose of This Code of Conduct

Chamboree is a large, volunteer led youth event. Everyone attending has a responsibility to help create a safe, inclusive, respectful and enjoyable environment.

This Code of Conduct sets out:

- Behaviour standards expected of everyone
- Role-specific responsibilities
- Personal safety and wellbeing expectations
- Safeguarding boundaries and conduct standards
- Online and off-duty behaviour expectations
- How concerns and breaches must be reported

This Code applies at all times, including evenings, night time, off duty periods, event arranged travel and pre/post event e.g. setup/take down.

This policy must be read alongside the Alcohol & Drugs Policy, Smoking & Vaping Policy, and Photography, Video & Social Media Policy.

2. Our Values

All behaviour at Chamboree must reflect the values of Scouting and Girlguiding, including:

- Integrity
- Respect
- Care for others
- Cooperation
- Responsibility

Everyone has the right to feel safe, respected and included.

3. Standards of Behaviour - Everyone

All attendees must:

- Treat others with respect, kindness and courtesy
- Follow instructions from Group Leaders, Team Leaders and IST members
- Behave responsibly and safely at all times
- Respect differences in background, identity and ability
- Use appropriate language and behaviour
- Look after the site, facilities and equipment
- Follow all event policies, site rules and safety instructions.

The following behaviour is **not acceptable**:

- Bullying, harassment or intimidation (in person or online)
- Discrimination or hate-based language or behaviour
- Violence, aggression or threatening behaviour
- Sexualised behaviour inappropriate for a youth event
- Damage to property or the environment
- Theft, dishonesty or vandalism
- Refusal to follow reasonable safety instructions.

4. Safety and Personal Responsibility

Everyone attending Chamboree must:

- Follow all safety instructions during activities and onsite operations
- Use equipment, tools and facilities responsibly
- Stay within designated areas and respect safety boundaries

- Look after their own wellbeing (sleep, hydration, food and hygiene)
- Ensure they are fit to participate in activities
- Avoid behaviour that could cause harm to themselves or others

Anyone causing, or risking, harm may be removed from an activity or from the event.

5. Respect for the Site and Environment

Chamboree is committed to environmental responsibility.

All attendees must:

- Follow the “leave no trace” approach
- Recycle correctly using marked bins
- Dispose of waste safely
- Protect wildlife, buildings, equipment and the natural environment
- Keep noise to a minimum between 23:00 and 06:30 (Quiet Hours)

6. Conduct in Camps and Shared Spaces

Everyone must:

- Maintain appropriate noise levels, especially in evenings and early mornings
- Keep tents, accommodation and shared spaces clean and orderly
- Respect the privacy of others – **do not enter tents or accommodation you are not invited into**
- Ensure clothing is modest, weather-appropriate and non-offensive
- Be considerate when queueing, using communal areas or sharing equipment
- Use toilets, showers and washing facilities respectfully.

7. Participants (Young People)

Participants are expected to:

- Follow instructions from Group Leaders and IST members
- Stay within permitted areas and follow night-time rules
- Behave safely during activities and free time
- Respect fellow participants, leaders and IST members
- Take responsibility for their actions

Group Leaders remain responsible for supervision, behaviour and welfare of their participants at all times.

8. Group Leaders

Group Leaders must:

- Uphold this Code of Conduct at all times
- Model positive behaviour for young people
- Supervise participants appropriately
- Address behaviour concerns promptly and calmly
- Follow safeguarding procedures immediately if concerns arise
- Work cooperatively with Subcamp Teams and IST members
- Follow all instructions issued by Team Leaders, Department Leads, Duty Managers, Deputy Camp Chief and Camp Chief

Group Leaders must never place themselves or young people in situations that could compromise safeguarding.

9. International Service Team (IST)

All volunteers working at Chamboree are members of the International Service Team (IST).

IST members must:

- Act as positive role models at all times
- Carry out their role responsibly and professionally

- Follow instructions from Team Leaders, Department Leads, the Duty Manager, Deputy Camp Chief or Camp Chief
- Support the safety, welfare and enjoyment of participants
- Challenge and report unsafe behaviour or situations
- Maintain appropriate professional boundaries

IST members must recognise that their behaviour reflects directly on Chamboree and on Scouting.

10. Young IST (Aged 16–17)

Young IST members:

- Are treated as **young people for safeguarding purposes**
- Must operate under appropriate adult supervision at all times
- Must not enter adult only environments
- Must be supported appropriately by their Responsible Adult and Team Leaders.

11. Additional Responsibilities for IST in Leadership Roles

IST members who are Team Leaders, Department Leads, Duty Managers, or members of the Event Leadership Team (ELT) have additional responsibilities.

They must:

- Lead by example at all times
- Make decisions calmly and fairly
- Treat volunteers and leaders with respect
- Support volunteers who are struggling
- Never misuse authority or position
- Act proportionately and transparently
- Escalate concerns appropriately rather than attempting to manage serious issues alone

Leadership roles carry increased responsibility, even when off-duty.

12. Safeguarding & Professional Boundaries

All adults must:

- Follow The Scouts' Yellow Card or Girlguiding's A Safe Space guidance
- Maintain clear professional boundaries with young people
- Avoid being alone with a young person out of sight of others
- Use appropriate language and physical contact
- Report any safeguarding concern immediately

No adult may:

- Engage in sexualised behaviour or conversation with a young person
- Share sleeping accommodation with young people (except where explicitly permitted for their own child)
- Give personal contact details to young people
- Invite young people into adult-only areas

Safeguarding is everyone's responsibility.

13. Alcohol, Drugs & Fitness for Role

All attendees must follow the Alcohol & Substance Misuse Policy and comply with UK law while attending Chamboree.

Alcohol

- Only individuals aged 18 or over may consume alcohol
- Alcohol may only be consumed at appropriate times and in appropriate places
- Adults must not drink if responsible for young people
- Adults must remain fit to carry out their duties at all times

Drugs and Illegal Substances

- Possession, use or supply of illegal drugs is strictly prohibited
- “Legal highs”, psychoactive substances or misuse of prescription drugs are not permitted
- Anyone found in breach may be removed from the event and the police informed

Smoking and Vaping

- Smoking or vaping by anyone under the age of 18 is not permitted at Chamboree
- Smoking or vaping by adults is permitted only in designated areas
- Smoking or vaping must not take place near young people

Anyone unfit for their role may be stood down.

14. Online, Digital and Social Media Conduct

All attendees must:

- Use social media responsibly and respectfully
- Never share personal details of others
- Never post identifiable images of participants without consent
- Avoid negative, unkind or inflammatory comments
- Not post about incidents, emergencies or rumours
- Not post images involving alcohol alongside official event hashtags
- Follow the Social Media Policy at all times.

15. Behaviour at Night & Off-Duty Conduct

Even when off duty, IST members and leaders must:

- Behave appropriately in a youth event environment
- Respect quiet hours and night-time rules
- Avoid behaviour that could disturb or alarm others
- Remain fit to be called upon in an emergency if required

“Off-duty” does not remove responsibility for appropriate behaviour.

16. Prohibited Behaviour

The following behaviours are strictly prohibited:

- Violence or aggression
- Theft or vandalism
- Sexual activity involving anyone under 18
- Entering another person’s sleeping area without permission
- Possession of weapons or dangerous items
- Tampering with fire safety equipment
- Leaving the event site without permission

Any breach will be treated seriously and may result in removal from the activity or the event.

17. Bullying, Harassment and Discrimination

Chamboree has zero tolerance for bullying, harassment or discrimination in any form.

This includes:

- Bullying (in person or online)
- Harassment or intimidation
- Discrimination of any kind
- Hate speech or threatening behaviour
- Deliberate exclusion or targeting of individuals or groups.

Bullying or harassment may occur between participants, adults, or online. All forms are unacceptable.

Concerns must be reported immediately to a Group Leader, Subcamp Team, Team Leader, or Safeguarding.

18. Managing Breaches of This Code

Concerns or breaches of this Code may be managed through:

- Informal discussion and correction
- Support from Team Leaders or Subcamp Teams
- Involvement of Welfare or Safeguarding teams
- Escalation to Department Leads, Duty Manager or ELT
- Formal action under the Behaviour & Discipline Policy

Serious or repeated breaches may result in:

- Removal from a role
- Restriction of duties
- Removal from site
- Referral to home Scout or Guide organisation

Final authority rests with the Camp Chief.

19. Reporting Concerns

Anyone witnessing behaviour that:

- Feels unsafe
- Breaches this Code
- Raises safeguarding or welfare concerns

must report it promptly via the appropriate escalation route, in line with the Event Governance & Roles Policy.

20. Acceptance of This Code

Attendance at Chamboree is conditional on agreeing to comply with this Code of Conduct.

By attending the event, all participants, leaders and IST members confirm that they:

- Have read and understood this policy
- Agree to follow it at all times
- Understand that failure to comply may result in action being taken.

Document title	Issue number	Date issued	Authorised
Code of Conduct	1	June 2026	Laura Livingstone