Calderdale Badger Protection Group
Code of Conduct and Membership Policy for Volunteers

This code of conduct has been drawn up to state what is expected from Calderdale Badger Protection Group volunteers whilst in their role. The code of conduct demonstrates what is considered to be professional behaviour to help keep everyone safe, and ensure volunteers have a meaningful volunteer experience.

All CBPG members are asked to sign the membership form indicating that they have read and commit to follow the rules of CBPG. Membership is at the discretion of the Group.

Members under 18 must have permission of parent or guardian. Members under 18 will not have to pay a membership fee, and will not have a vote at an AGM/EGM. They will be able to participate in discussions and activities.

Members have the right:

- To be treated with respect, dignity and courtesy at all times, whether in person, on-line, or on social media.
- To receive an adequate induction, information and training session wherever appropriate to enable them to meet the needs of the role
- To volunteer in a safe and friendly environment
- To have the freedom to inform the group, volunteers, and/or the Safeguarding Officer of any concerns or opportunities for improvement within the role
- To have access to communication links relevant to CBPG e.g. emails, WhatsApp, Facebook
- To have their information stored confidentially in line with the GDPR.
- To attend and vote at any Annual General Meeting or Extraordinary General Meeting of the Group

Members commit to abide by the following:

- To support the purpose and objectives of the group, as written in the constitution.
- Not to impart any of the Sub-Groups' or Group's knowledge to any person or organisation outside the Group without just cause, including but not restricted to natural or artificial sett locations, badgers' foraging areas, personal details of other members (without their permission) or any other confidential information.
- To fulfil the role as outlined in the role description and to request further training if needed
- To follow the organisational policies and procedures that apply to the volunteer role
- To give suitable notice to C.B.P.G when not available or unable to attend meetings/events, or to carry out agreed tasks.
- To treat others with respect and courtesy at all times, whether in person, on-line, or on social media.

Public Profile

- Volunteers are expected to commit to the aims and objectives of CBPG (see the constitution), while both inside and outside the organisation.
- Invitations to speak on behalf of the Organisation must be discussed and agreed with other members who are involved with publicly speaking on behalf of the group, and the Committee.

Membership of the group is not available to people:

1. Who participate in blood sports, or
2. Who use or own dogs for blood sports, or
3. Who use or possess equipment which is used for trapping or snaring unless to the benefit of the individual animal trapped, or
4. Who have taken part in activities strongly associated with badger digging or damage to badger setts, or
5. Who have knowingly taken part in illegal activities which could have ONLY been done legally under the terms of a badger licence issued by or on behalf of the UK government, or

6. Who have convictions for any offences under the Badgers Act, Wildlife and Countryside Acts or Animal Welfare Act, or
7. Who have been banned from keeping animals due to cruelty or neglect, or
8. Whose past or present behaviour or conduct conflicts in any way with the purpose and objectives of the Group.

A person shall cease to be a member of the Group if their conduct is considered to be directly detrimental to the objectives of the Group or a serious breach of the Group's Code of Conduct by not less than two thirds of the Committee.

Such a person will be given reasonable notice in writing of a meeting convened by the Committee to consider such a matter and may in writing or in person submit an explanation of their conduct to the Committee before a vote is taken. Failure to communicate with the Committee on receipt of such reasonable notice, in writing or in person, will be accepted as that person's intent to resign from membership of the Group and their name will be removed from the record of members.