

FOR ALL PARTICIPANTS OF ALL AGES ON RALEIGH PROGRAMMES AND EXPEDITIONS

Raleigh Code of Conduct

Raleigh International Trust (Raleigh) is a UK charity which works with young people from different countries and backgrounds to enable them to make a positive contribution to society and to achieve leadership and social development. Young people work together in diverse teams, volunteering overseas and taking part in an adventure expedition that challenges them physically, emotionally and mentally. They work on projects in remote communities and environments to achieve a specific project and to learn about the lives of local people.

RALEIGH VISION: By 2015 Raleigh will be recognised as an international movement empowering a passionate community of global citizens to make a real difference to their world. There are currently 30,000 Raleigh alumni in 94 countries.

RALEIGH MISSION: To inspire people with a renewed sense of life-purpose and self-belief by involving them more deeply with people, places, communities and challenges they would never encounter or believe they could experience.

RALEIGH COMMITMENT: We have a dual commitment – to the individuals involved in our programmes and to the communities and environments that we work within. As a charity, we raise funds to make our expeditions the best possible experience for the volunteers and the local communities.

In planning and carrying out our projects, we act as a catalyst for change, bringing local communities together and giving them the resources and support to achieve a sustainable outcome. We work in partnership with local communities, non-governmental organisations and governments in the host countries, following the Millennium Development Goals where we can.

RALEIGH VALUES:

Discovery: We grow by discovering new things in ourselves and in the world around us.
A highly challenging organisation that harnesses the true spirit of adventure to help us become all that we can be.

Integrity: We know who we are, mean what we say and do the right thing.
A warm and caring organisation that respects the individuals, communities and partners we work with and the places and environments we work in.

Courage: We are resilient in the face of adversity and stand-up for our beliefs.
A brave and highly spirited organisation that is continually pushing back boundaries to make a real difference to people's lives.

Drive: We are driven by the desire to get out there, get it done and do it right.
A passionate, gutsy and resilient organisation with a highly experienced team and positive can-do culture.

RALEIGH FOUR CHALLENGES: From the very first expedition Raleigh was founded on 4 challenges:

1. The challenge to be selected
2. The challenge to raise the funds to come
3. The challenge of the expedition
4. The challenge to make a difference to your community on your return. As part of your commitment to Raleigh and the fourth challenge we expect you to volunteer on your return home either with Raleigh or one of Raleigh's project partners.



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RALEIGH BEHAVIOURS:

The aim of the Raleigh Code of Conduct is to create a positive and safe environment where all participants know what is expected of them and to help them work alongside each other to achieve both the goals of the expedition and the individual's personal aims. The final decision on the consequences of infringements of the Code of Conduct below rests with the Raleigh Country Director and Head Office in London.

Right of Appeal or Registering Concern About Procedures – If you have any concerns about local decision making or about safety and procedures, you can contact the head of operations in the UK on +442071831270 at any time.

No alcohol - The expedition environment can be a hazardous one. Raleigh teams are also ambassadors for their own countries and guests in the host country. It is important that participants are at all times able to behave appropriately and control their actions to keep themselves and others safe. As a result the consumption of alcohol by expedition participants (regardless of age and position) while venturers are on expedition is prohibited. Failure to follow this rule will have consequences and the ultimate sanction will be to be asked to leave the expedition.

No illegal activities, including drug taking – In most of the countries where we operate the buying, selling or taking of drugs, including marijuana, is punishable by severe penalties, up to and including the death penalty. Participation in any illegal activity including, but not limited to, consumption or procurement of illegal substances is not tolerated and can result in the immediate request to leave the expedition.

No acts of violence – The teams who work together on Raleigh must learn to respect and trust each other, therefore any acts of violence (which includes verbal threats of violence or bullying) between expedition participants, or expedition participants and others in the community, will not be tolerated. Failure to follow this rule will have consequences and can result in the immediate request to leave the expedition.

Don't put others at risk - Your behaviour during the expedition or programme must not prejudice the safety and wellbeing of any member of the group, or its satisfactory progress. Raleigh has a strict set of Health & Safety Guidelines that informs every activity we do – these are based on 25 years of experience running expeditions, and make us the leader in safety standards of British organisations working abroad in remote areas. Anyone participating on a Raleigh expedition is expected to adhere to these. Illness or injury occurring as a result of flagrantly ignoring them could result in legal claims of negligence against individuals.

No Manager/Venturer relationships during expedition - There is a requirement of oversight and guidance from Volunteer Managers to Venturers; as a result no intimate relationships between Volunteer Managers and Venturers (regardless of age) during the expedition are allowed. Failure to follow this rule will result in disciplinary action and will result in immediate dismissal from the expedition.

Respect the local traditions and customs – As guests in the host country we should seek to be discreet and sensitive in how we operate and should show respect for the way of life of those who accept us into their country and communities. We have much to learn from each other's culture but as an ambassador for your own country and a guest in theirs it is important to understand local traditions and behaviours and be sensitive to them at all times.

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Take only photographs, leave only footprints - The potential impact of a project group, both environmentally and socially, is very high. It is important to minimise any detrimental affect that we might have on the environment by respecting and protecting the environment for its own sake and for future inhabitants and visitors.

In addition:

All participants on Raleigh expeditions are to abide by the Child Protection Policy. Some participants on Raleigh expeditions are under 18 year of age and there are frequently children in the local community with whom Raleigh expedition members have regular contact. Raleigh strives to conduct all of its activities within an equal opportunities framework and is committed to taking every measure to ensure the safety and well being of all young people with whom we work regardless of gender, age, stage of development, disability, sexual orientation, religion, culture, or ethnicity.

All participants who take part in projects organised by Raleigh or who are influenced by our work should do so without the fear of any physical, sexual or emotional abuse or neglect. Staff and volunteers should, at all times, show respect and understanding for young people’s rights and their safety and welfare, and should conduct themselves in a way that reflects the principles of the Raleigh. Raleigh is committed to working inclusively to overcome discrimination and social exclusion, bringing people together from different backgrounds to promote and celebrate diversity.

Signed by

Date:

