



# Bethnal Green Nature Reserve Trust

## Code of Conduct

**Last Updated: 1<sup>st</sup> April 2026**

### **ABOUT THIS POLICY**

This Code of Conduct promotes the protection and preservation of the Bethnal Green Nature Reserve (the **Reserve**) environment, including respect to all visitors, volunteers, trustees, and staff members and the non-human residents of the Reserve.

The requirements of this code of conduct should be deemed to apply to all trustees, staff, volunteers, and visitors unless the requirement states that it only applies to a sub-set of those categories.

**Respect the environment:** Trustees, staff, volunteers, and visitors should always act in a way that minimises their impact on the natural environment. This may include following designated trails, disposing of waste properly, and avoiding disturbing wildlife.

**Protect natural resources:** Trustees and staff members should be responsible for protecting natural resources within the nature reserve. This may include monitoring and reporting any illegal activities, preventing damage to vegetation and habitats, and maintaining trails, infrastructure, and overall biodiversity across the Reserve.

**Maintain a safe environment:** Trustees and staff members should prioritise the safety of volunteers, visitors, and fellow staff members. This may include upholding rules and regulations, providing information about potential hazards, and taking appropriate action in case of emergencies.

**Demonstrate professionalism:** Trustees and staff members should always act in a professional manner, treating volunteers, visitors and fellow staff members with respect and courtesy at all times. This may include being knowledgeable about the nature reserve and its resources, providing accurate information to visitors, and being responsive to feedback and concerns.

**Maintain confidentiality:** Trustees and staff members should respect the privacy and confidentiality of visitors, volunteers, fellow staff members, and the nature reserve itself. This may include not disclosing sensitive information, respecting the privacy of volunteers and visitors, and not sharing confidential information with unauthorised individuals.

**Follow guidelines and policies:** Trustees, staff members, volunteers and visitors should adhere to all guidelines, policies, and procedures established by the nature reserve that are applicable to them. Copies of all policies will be available on the Trust’s website or on request from Trust Staff Members.

This includes the following:

<b>Name of Policy</b>	<b>Applicable to Trustees</b>	<b>Applicable to Staff Members</b>	<b>Applicable to Volunteers</b>	<b>Applicable to Visitors</b>
<b>Adult Safeguarding Policy</b>	X	X	X	X
<b>Anti-Racism Policy</b>	X	X	X	X
<b>Child Safeguarding Policy</b>	X	X	X	X
<b>Code of Conduct</b>	X	X	X	X
<b>Data Protection Policy</b>	X	X	X	
<b>Equal Opportunity Policy</b>	X	X	X	X
<b>External Complaints Policy</b>				X
<b>Financial Controls Policy</b>	X	X		
<b>Financial Reserves Policy</b>	X	X		
<b>Health &amp; Safety Policy</b>	X	X	X	X
<b>Internal Grievance Handling Policy</b>	X	X	X	
<b>Recruitment Policy</b>	X	X		
<b>Risk Assessment / Fire Safety Checklist</b>	X	X	X	
<b>Social Media Policy</b>	X	X	X	
<b>Volunteer Management Policy</b>	X	X	X	
<b>Whistleblowing Policy</b>	X	X	X	

By following these guidelines and policies, nature reserve trustees, staff members, volunteers and visitors can help ensure that the reserve remains a protected and valued natural resource for generations to come. Please ask your line manager or supervising member of staff to provide access or clarifications if/when required.

**All trustees, staff, volunteers, and visitors must always adhere to the code of conduct and site protocols.** This includes the following:

- No drinking, smoking, or illegal drug use is allowed while working at the Reserve, nor within the grounds of the Reserve site, (unless for events where permission for drinking has been granted by the management).
- No antisocial behaviour will be tolerated including aggression, violence, or intimidation towards staff, volunteers, or the public.
- Any form of ableist, racial or sexual discrimination, including slurs or inappropriate use of language, will not be tolerated at the Reserve.
- No trustees, members of staff, or volunteers are allowed to take responsibility for children under 16 years while visiting the Reserve site unless appropriately qualified and designated to do so. All trustees and members of staff must have a valid and up to date DBS check.
- Trustees, staff, and volunteers are to actively discourage visitors from harvesting or foraging without prior consent from the Gardener, Ecologist or Site Manager. All foragers must participate in a foraging induction by the site team before receiving consent to harvest in the medicine garden, mushroom farm or across the wider Nature Reserve.
- Trustees, staff, and volunteers must register and log any antisocial incidents or accidents within the Reserve's accident and incident logbook (kept in the garden shed) and inform their line manager as soon as time allows.
- We expect all trustees, staff, and volunteers to maintain tools and equipment. It is the responsibility of everyone to clean and safely pack tools away once used. Leaving tools unattended across the site is dangerous for visitors, especially children accessing Forest School groups.
- All trustees, staff and volunteers must ensure the Reserve is well kept, clean, safe and a positive environment always. Paramount attention must be given to ensuring the flora and fauna are protected and experience minimal disturbance from the public during public events, forest school and/or while the gates are open to the public.
- All trustees, staff and volunteers are to adhere to the medicinal field and mushroom farm protocol regarding harvesting and advice on medical/nutritional use. When in doubt always refer to the Gardener or Site Manager.
- Dogs must always be kept on a leash. Aggressive or unwieldy dogs will be refused entry from site.
- Please do not bring living plants, building materials or furniture into the Reserve without consulting and receiving consent from the site team.
- Please always stick to walking paths, avoiding soil compaction, and damaging understory growth in the wild areas of the Nature Reserve.
- Please do not provide the gate code to others. We ask all new volunteers and site custodians to participate in a Nature Reserve induction before the code is provided.
- Staff and visitor bikes and pushchairs to be kept in the main entrance zone or chained up on the external fence (not obstructing public pathways or chained to trees about the Reserve).

**This policy will be reviewed on an ongoing basis, at least once a year. The Trust will amend this policy, following review, where appropriate.**