

The Hertford County Association of Change-Ringers

Established 29th October 1884
Registered Charity No. 1037400

Code of Conduct

Every ringer, association member and association officer is responsible for and plays a part in creating a safe and welcoming environment, and in representing ringing both in church and in public. This Code of Conduct summarises the values of the ringing community and its expectations of all who ring, in their interactions with other ringers and the public at large.

YOU MUST ALWAYS

- Create a tower environment where all feel safe, respected, welcomed and valued.
- Create a positive learning environment where feedback is timely and supportive.
- Respect your surroundings, the tower, church and the community in which you ring.
- Understand and observe other's personal boundaries.
- Ring responsibly, with the wellbeing of others around you in mind.
- Look out for the safety of others, raise concerns promptly and know what to do if you witness unacceptable behaviour.
- Make sure all your interactions, in all forms, whether online, via phone, in person or through social media, show empathy and courtesy.
- Consider the impact of your words and actions on others and apologise if you are at fault.
- Uphold the safeguarding policies of your parish and of the ringing associations and societies to which you belong.

YOU MUST NEVER

- Engage in, trivialise or endorse any form of abuse, bullying or harassment, or let these go unreported.
- Engage in banter or language which could make someone feel demeaned, threatened, unwelcomed or othered, whether in person, via telephone, online or through social media.
- Undermine, ridicule or intimidate *any* other ringer.
- Personalise disagreements. (*Deal with the issue, not the person*)
- Allow your decisions as a ringer to be compromised by prejudice or any other cause.
- Act unlawfully or in any way that may bring ringing or the association into disrepute.

IF YOU WITNESS unacceptable behaviour and are not sure how to respond, contact your parish or association safeguarding officer.

WHERE SOMEONE IS IN IMMEDIATE DANGER OR REQUIRES IMMEDIATE ATTENTION CALL THE POLICE ON 999

| Role | Name | Contact |
|---|---|---------------|
| Parish Safeguarding Officer (Please complete for your tower) | | |
| Association Safeguarding Officer | Carolyn Crawley | 07763 408395 |
| Diocesan Safeguarding Office | Jeremy Hirst | 07867 350886 |
| Assistant Diocesan Safeguarding Adviser | Dave Adams | 07469 351357 |
| Assistant Diocesan Safeguarding Adviser | Warren Lucan | 07311 310545 |
| NSPCC | https://www.nspcc.org.uk/ | 0808 800 5000 |
| Refuge National Domestic Abuse Helpline | https://www.nationaldahelpline.org.uk/ | 0808 200 0247 |
| Galop LGBTQ+ Domestic Abuse Helpline | https://www.galop.org.uk/ | 0800 999 5428 |