



COMPANY CODE OF PRACTICE

Our code of practice is designed to do three things

- 1 Provide guidelines on safe conduct for participants on our courses
- 2 To provide safeguards to protect both staff and course participants from abuse or bad conduct
- 3 To give guidelines to all parties on our ethics, inclusion, ethos and environment.

Guidelines on safe conduct for participants on our courses

We expect visitors to our sites to

- Listen to instructions provided
- Act responsibly with the equipment provided
- Remain focussed and sensible at all times
- To co-operate with staff in all instructions they give
- To remain positive towards all members of the group
- Ask instructors for additional information or help whenever necessary
- To take responsibility for themselves and other group members

Safeguards for the protection of staff and course participants

We will provide for the safety of staff and participants

- Details of any relevant training our staff hold upon request by any visiting group or potential customer.
- The Outdoors Group Ltd operate a zero tolerance approach to the misuse of potentially dangerous equipment used on the courses we provide. Anyone found misusing equipment will have their privileges regarding the equipment removed until a responsible attitude has been proven. This action is taken at the discretion of the course instructors.
- The Outdoors Group Ltd operate a zero tolerance approach to bullying or abusive behaviour, towards staff or course participants. Any behaviour of this nature will result in warnings from staff members and possibly lead to exclusion from the course. This action will be taken at the discretion of the course instructors.
- The Outdoors Group Ltd will provide a guarantee of quality and care regarding the state of all equipment provided for courses run by The Outdoors Group Ltd.
- The Outdoors Group Ltd will guarantee communication and co-operation wherever possible or reasonable with members of staff or organisers linked to visiting groups, and with parents of any child attending our courses.
- The Outdoors Group Ltd will ensure we keep all instructors and members of staff up to date in all relevant qualifications, and our company partners will ensure that all instructors and members of staff meet the companies' standards. This will be ensured through observations and close working relationships.

Inclusion, participation and company ethos

- The Outdoors Group Ltd believe that inclusion and participation are integral to all learning; no matter what your learning capabilities, creed, religion, gender, sexual orientation or colour.
- The Outdoors Group Ltd believe that learning is a process of failure, discussion and co-operation. If these elements are not present you cannot expect to learn.
- The Outdoors Group Ltd are fully committed to providing courses and course material to everyone regardless of physical or mental disabilities. We will fully cooperate with carers/members of staff of visiting organisations to provide access and relevant course material for anyone interested in participating.
- The Outdoors Group Ltd strongly believe in everyone having a go; we (partners, instructors and members of staff) will actively encourage participation by everyone who enrolls on our courses.
- The Outdoors Group Ltd believe that the environment is integral to the learning we provide, therefore the study of the environment is critical to the learning provided by The Outdoors Group Ltd. We endeavour to encompass many and varied aspects of the environment into our course material.
- The Outdoors Group Ltd will do our utmost to provide material in our courses linked to other areas of study or the curriculum. We will do this through co-operation with course applicants and through negotiations to accredit our courses in the relevant ways wherever possible.

Our Company Vision, Mission and Values

Since our inception in 2009, our philosophy and practice has developed and evolved in accordance with the needs of our attendees. Exploring life-lessons through practical skills and group engagement, key to our delivery has always been rooted in a holistic approach, addressing social and emotional wellbeing and development to promote rounded, confident and resilient learners that are considerate of the community they are a part of and the environment that we all share.

Our VISION:

Bringing people together to: PLAY, EXPLORE, DISCOVER, LEARN

Our MISSION:

To use the outdoors to nurture, inspire and challenge whilst learning. To employ fun and passionate people that encourage learning through exploration, discovery and play.

Our VALUES:

EMPOWER GROWTH

We seek out and embrace growth and strive to continuously change, evolve and improve. We believe mistakes are positive as long as you learn from them.

CULTIVATE RAVING FANS

We create fans of our customers and of each other. If our customers aren't raving about our people and our services, then we can't sleep at night!

DO THE RIGHT THING

We are guided by solid moral compasses. We stand for what is just and right and hold ourselves to a high level of ethical standards.

PROMOTE SUSTAINABILITY

By making decisions that last longer than we do. We work smartly, take care of our team and our environment, and have fun in order to ensure the sustainability and success of our organisation and the planet.

INNOVATE AND CREATE

We innovate and push for boundless creativity through curiosity, cultivating intuition and encouraging unique perspective.

CREATE AN AWESOME COMMUNITY

We believe in the power of the communities we create and serve, our community of team members, and giving back to the communities we live in.

Date amended: 5th October 2020

Signature of Director or Company Secretary:

A handwritten signature in black ink, appearing to read 'Shevek Pring', written in a cursive style.

Name: Shevek Pring

Review date set: 1st October 2021

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