



THE KILLINCHY AND DISTRICT
BEEKEEPERS ASSOCIATION

Members Code of Conduct

Supporting and in-line with our *Safe Together* Safeguarding Policy

1. Purpose

This Code of Conduct sets out the standards of behaviour expected of all members of Killinchy Beekeepers Association (KBKA).

KBKA is committed to creating a safe, inclusive, and welcoming environment where people of all backgrounds, ages, abilities, and levels of beekeeping experience feel comfortable, respected, and supported.

This Code should be read in conjunction with the **KBKA Safe Together Safeguarding Policy**.

It will be shared with membership to agree to on each annual membership renewal.

All members share responsibility for upholding these standards.

2. Who This Code Applies To

This Code applies to **all KBKA members**, including committee members, office holders, activity leaders, volunteers, and anyone representing KBKA, **across all KBKA-related activities and communications**, whether in person or online.

3. Core Values

All members are expected to demonstrate the following:

Respect and Inclusion

- Treat all members, visitors, and participants with dignity, courtesy, and respect
- Promote a safe, inclusive, and welcoming environment
- Respect diversity and avoid discriminatory behaviour or language

Safety and Responsibility

- Follow all safety instructions and risk assessment guidance
- Use appropriate protective clothing and equipment when required
- Act responsibly when working with bees, equipment, and Association property

Safeguarding Awareness

- Support the safety and wellbeing of all members, including children, young people, and adults at risk
- Follow safeguarding procedures and report concerns promptly

Integrity and Reputation

- Represent KBKA positively and responsibly
- Avoid behaviour that may damage the reputation of the Association
- Act honestly and with integrity when participating in Association activities

Bullying, Harassment and Unacceptable Behaviour

KBKA operates a zero-tolerance approach to:

- Bullying or intimidation
- Harassment or discrimination
- Offensive, threatening, or abusive behaviour
- Sexual harassment or inappropriate conduct
- Any behaviour that compromises member safety or wellbeing

Any individual witnessing or experiencing unacceptable behaviour is encouraged to report concerns.

4. Behaviour Towards Children and Adults at Risk

Members should:

- Treat children and adults at risk with awareness, sensitivity, and respect.

- Avoid situations where they are alone with a child or adult at risk
- Avoid unnecessary physical contact
- Never engage in behaviour that could be perceived as abusive, inappropriate, or exploitative
- Follow safeguarding guidance set out in the Safe Together Policy
- Avoid favouritism or behaviour that could be misinterpreted
- Ensure interactions remain appropriate and respectful at all times

Members do **not** take on parental or supervisory responsibility for children attending KBKA activities.

Children must be accompanied and supervised by a parent, guardian, or responsible adult at all times.

5. Health and Safety Responsibilities

Members should:

- Follow KBKA health and safety procedures
 - Follow risk assessments where required
 - Inform activity leaders of allergies, medical conditions, or safety concerns relevant to beekeeping activities
 - Report accidents, near misses, or unsafe practices promptly
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6. Use of Photography, Media and Information

Members should:

- Obtain consent before taking photographs or recordings during KBKA activities
 - Follow data protection and safeguarding guidance when sharing images
 - Avoid sharing images or personal information of children or adults at risk without appropriate consent
 - Use social media responsibly when referencing KBKA activities
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7. Online and Digital Conduct

Members should:

- Communicate respectfully in online forums, social media, and messaging platforms linked to KBKA
 - Avoid sharing misinformation, offensive content, or sensitive information
 - Represent the Association appropriately in online environments
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8. Reporting Concerns or Breaches

Members must report:

- Safeguarding concerns
- Unsafe practices
- Breaches of this Code of Conduct
- Behaviour that may harm individuals or the Association

Concerns should normally be reported to:

KBKA Designated Safeguarding Officer

Gwen Earnshaw

kbkaapiary@gmail.com 07971344124

If the KBKA DSO is unavailable, then the UBKA lead safeguarding officer

ubkaexecutivechair@gmail.com will take on these responsibilities.

Concerns will be handled sensitively and in line with safeguarding procedures.

9. Breaches of the Code

Failure to follow this Code of Conduct may result in:

- Informal guidance or support
- Formal warning
- Temporary suspension from KBKA activities
- Termination of membership

Serious breaches may be referred to statutory authorities where appropriate.

10. Member Responsibility and Agreement

All KBKA members are expected to:

- Read and understand this Code of Conduct
 - Comply with the Safe Together Safeguarding Policy
 - Act in a manner that supports the safety, wellbeing, and reputation of KBKA
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Policy Information

Killinchy Beekeepers Association
Member Code of Conduct

Approved by KBKA Committee: **March 2026**
Review Date: **March 2027**