

## Code of Conduct

<b>Date of last review</b>	February 2026	<b>Reviewed by</b>	Head of Foundation
<b>Date of next review</b>	February 2027	<b>To be reviewed by</b>	Head of Foundation

### Introduction

Cambridge United Foundation (CUF) is the charitable arm of Cambridge United Football Club and all involved (Trustees, staff, volunteers and beneficiaries) will be expected to give their best in whichever role taken in CUF. CUF mission is to **harness the power of the “Badge” to make positive impact on the community served**, and the responsibility lies with all to embody the foundation’s values (below) to ensure CUF are all driving towards this mission.

### Vision

CUF’s vision is to **enhance the lives** of individuals across Cambridge. This can only be achieved if all involved in our community take care of themselves, as well as look out for others. CUF expect all involved to aspire to live a happy, healthy life and to do this CUF must consider:

- Our **physical and mental health** needs, recognising when and how each one of us may need to ask for support.
- **Safeguarding** being everybody’s responsibility. Whether that is trustees, who have overall responsibility. To staff, volunteers and participants being aware of how to ensure we all keep ourselves safe as well as look out for others.
- Being proactive when implementing or following **health and safety** practices. Projects that are delivered in the community are planned and risk assessed, however it is again everyone’s responsibility to follow the guidance.

It is important for the above considerations to be reviewed regularly by trustees and staff, however CUF endeavours to work with our volunteers and participants to share their views both through formal channels and informal interactions. If anyone has a concern, suggestion, or honest feedback, please share this through the appropriate channels (see below).

There are several ways you can share feedback or concerns with CUF, which will be followed up timely and professionally:

- Speaking to staff at sessions
- Emailing our central address, [foundation@cambridgeunited.com](mailto:foundation@cambridgeunited.com)
- Speaking to a representative from the group
- Reaching out to the Designated Safeguarding Officer (DSO) Melanie Brasher, email: [melanieb@cambridgeunited.com](mailto:melanieb@cambridgeunited.com)
- Speaking to the Head of Foundation (Senior Safeguarding Manager, Vicky Neil, email: [Vickyn@cambridgeunited.com](mailto:Vickyn@cambridgeunited.com) )
- Speak to a known trustee if this level of communication is required.

Safeguarding is always CUF’s primary concern and CUF are committed to giving equal priority to keeping everyone safe, regardless of their age, disability, gender reassignment, race, religion or belief, sex or sexual orientation. However, if any of us are unhappy with how a suggestion or concern has been handled, CUF whistleblowing policy must be used and contact The FA Safeguarding Team on 0844 980 8200 ext. 4787. Please remember **if it is an emergency, or you believe you or someone is at immediate risk, please phone 999.**

*\*If anyone has any further safeguarding questions, please see our policies or contact a member of staff (all details can be found on our website - [Safeguarding | Cambridge United Foundation](#)).*

## CUF Values

### ***Our Values***

#### Be Aspirational

CUF strive to be role models in our community.

CUF have high aims for the change that we can make in people's lives.

CUF aim to be engaging and motivated to make every contact count.

#### Be Honest

CUF endeavour to be true to our word: when we say we're going to do something, we do it.

CUF display integrity in every aspect of our work.

CUF aim to be consistently professional in our behaviour & presentation.

#### Be Resilient

CUF continually strive for success, no matter the challenges or setbacks.

CUF don't give up on people: other staff or participants.

CUF aim to be proactive in seeking support and feedback.

#### Be Inclusive

CUF understand, and our work is informed by, the diversity of our board, staff, volunteers and participants.

CUF strive to be approachable: forming meaningful relationships with all we meet.

CUF are passionate about equality and fairness.

## **Standards**

CUF is a community within a community, therefore, to ensure the sessions, activities and events that are provided are best enjoyed safely, please follow the below steps:

- Inform CUF of any medical issues and medication, ensure this is with you if required.
- Provide and maintain up to date contact details on ABLER or inform a CUF staff of information.
- Be on time where possible.
- Dress appropriately for the activity and seek advice from the CUF staff if required.
- Bring along any drinks or refreshments needed for the activity.
- Report any damaged or unsafe equipment or resources as soon as possible with CUF staff.
- Report any injury or illness occurred during the session with CUF staff.
- Be respectful of yourselves, each other and everyone involved.
- Be respectful of the venue, the spaces used, and the wider community.
- All are expected to demonstrate exemplary conduct, setting a positive standard through their actions, decisions, and communications.
- Follow advice given in-line with CUF policies and procedures but always advise any concerns you may have before taking risks.

Breaches of the Code of Conduct are taken very seriously and may result in further action.

Cambridge United Foundation is committed to promoting equality of opportunity for all staff, volunteers and job applicants. We aim to create a supportive and inclusive working environment in which all individuals can make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. We do not discriminate on the basis of age, race, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, sex, gender reassignment, gender identity, marriage and civil partnership status, pregnancy and maternity, sexual orientation, disability, socio-economic background or any other inappropriate distinction or characteristic covered by the Equality Act 2010.