

### **Gympanzees Code of Conduct.**

Gympanzees aims to provide a safe environment, free from discrimination, upholding and promoting equality, diversity and inclusion.

All those involved with Gympanzees in whatever capacity, whether directly or in association, agree to follow the code of conduct as detailed below:

- Treat all children and young people and adults at risk with respect and dignity
- Ensure that their welfare and safety is paramount at all times.
- Maintain professional boundaries both face to face and when using technology
- Always listen to individuals and take account of their wishes and feeling
- Always act in a professional way and not accept bullying, swearing or other disruptive behaviour
- Follow Gympanzees Dress and Appearance Policy.
- Liaise openly with parents and carers
- Avoid being alone with children, young people and adults at risk whenever possible. This prevents difficult situations arising.
- Never take a child, young person or adult at risk to the toilet. If it is requested find the parent/carer who can take them instead.
- Never become involved with any child, young person or adult at risk associated with Gympanzees outside the centre unless there is the full consent of the parent/carer.
- Listen to, and act upon, any disclosures, allegations, or concerns of abuse by following the procedures as detailed in the Gympanzees Safeguarding Policy.
- Participate in approved safeguarding training at appropriate levels
- Only use physical contact if absolutely necessary
- Ensure restraint is only used as part of an agreed plan by staff trained in the use of the particular restraint or as an emergency action to protect from harm. All use of restraint will be reported and recorded by the member of staff concerned to the Lead or Deputy lead for safeguarding and to the relevant manager.

- Confidentiality must be respected at all times unless the child is in danger.
- Act as a positive role model for the children, young people and adults at all times.

E S Scholey 01.03.2022

