

Code Of Behaviour Policy	P-08 This Policy should be read in conjunction with safeguarding, Equal Opportunities and Neuro-affirmation Policy
Version	V01
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Responsible person	Director – Tristan Kluibenschadl
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Amendments	Reviewed on 13/08/25 – Amended para 2, to reflect what neuroaffirming means

Our commitment

We are committed to providing and building a diverse and inclusive organisation, free from any discrimination. We recognise our legal obligations under the Equality Act 2010, where harassment or discrimination based on the following is unlawful in the UK - race, including colour, nationality, ethnic or national origin; religion or belief; disability; sex; sexual orientation; gender reassignment; age; being married or in a civil partnership; and being pregnant or on parental leave. We view this Act as a minimum legal requirement and aim to create a safe and proactive culture within Stak.life CIC and all that we do. This Policy outlines the expectations with regards to those who support, work for or collaborate with Stak.life CIC in any capacity. Everyone has the right to be supported and to express their authentic selves, and this principle extends to our service users and suppliers. This code of behaviour policy serves as a practical guide to uphold our commitment.

1.1 Introduction

Every member of staff and volunteers who works with Stak.life in whatever capacity need to be aware of their role and responsibilities and have clear guidelines under which to operate. One way of achieving this is to have a Code of Behaviour, which clarifies what is acceptable and what is not acceptable.

All staff and volunteers who work with CYP, whether on a regular unsupervised or occasional supervised basis will be required to confirm that they have read this and understand their responsibilities under it.

2. Principles underpinning the Stak.life CIC code of behaviour

- Everyone is treated with respect

- The best interests of the CYP and vulnerable people paramount over any other concern.
- Our environment must be such that everyone feels safe and valued and neuro affirming behaviours **MUST** be adopted at all times. Neuro-affirming policies and behaviours are approaches that recognize and embrace neurological differences, such as autism, ADHD, and dyslexia, as natural variations of the human experience rather than deficits to be corrected. These policies aim to create an inclusive environment that celebrates individuality and respects diverse cognitive and developmental profiles. Neuro-affirming behaviours include understanding and accepting these differences, fostering a sense of belonging, and providing support that empowers neurodiverse individuals with compassion and understanding (See policy P-06 for further reading)
- Adults should be sensitive to child protection issues in all that they say and do
- All staff and volunteers should protect Stak.life CIC reputation and confidentiality by following these procedures at all times
- The Code of Behaviour guidelines below should be followed at all times

3. Code Of Behaviours

No member of staff or volunteer will physically, sexually or emotionally abuse or neglect a CYP and the following guidelines should be followed at all times. This also covers where relevant online/social media activities:

Do:

- Respect a CYP's right to personal privacy
- Take seriously all allegations made by CYP and act on suspicions immediately in accordance with Stak.life CIC safeguarding policy
- Encourage CYP to approach an independent person to discuss any problems they may be having.
- Provide access for CYP to talk to others about any concerns
- Abide by Stak.life CIC policies and guidelines at all times
- Encourage CYP and adults/carers to feel comfortable and caring enough to point out attitudes or behaviour they do not like
- Remember that someone else might misinterpret your actions, no matter how well intentioned

- Recognise that caution is required even in sensitive moments such as counselling, dealing with bullying, bereavement or abuse
- Plan activities so that they involve more than one person being present, or at least in sight or hearing of others
- Maintain the confidential information of the organisation and of its clients

Do not:

- Contact CYP outside the project or activity without good reason, or swap correspondence or personal contact details
- Permit abusive youth peer activities like initiation ceremonies or bullying, this will not be tolerated
- Allow or engage in inappropriate language, suggestive remarks, gestures or touching of a kind that could be misunderstood
- Do things of a personal nature that CYP can do for themselves (e.g. dressing)
- Allow yourself to be drawn into inappropriate attention seeking behaviour, such as tantrums or crushes
- Exaggerate or trivialise CYP abuse issues
- Deter a CYP from making allegations through fear of not being believed
- Allow yourself to be left alone with a CYP at any time
- Take pictures of CYP in a state of undress particularly in their bedroom or in the swimming pool
 - **ALWAYS** immediately share concerns on any of these matters with your line manager/Safeguarding Lead, or if not contactable, social services.

5. Breaches to the Code of Behaviour

- No infraction of the safeguarding policy and procedures will be tolerated
- Breaches of this Code will be dealt with through the company's disciplinary procedures for staff and volunteers

6. Reporting

If you believe that someone is breaching the behaviour policy, you should challenge them about it if you feel able in the first instance. If you do not feel able to do this then you should report this to your line manager, one of the directors or using the iTrust application below. You can report it on the application anonymously if you so wish



7. Other relevant Policies

- Safeguarding Children and Young People Policy
- Safeguarding Vulnerable adults
- Equality, Diversity and Inclusion Policy
- Neuro- Affirmation Policy
- Privacy Policy

End