



ELEVATED UP CIC

Code of Conduct

Policy	Code of Conduct
Organisation	Elevated Up CIC, Unit 2 Winster Grove, Birmingham, West Midlands, B44 9EG (Company No. 16143711)
Version	1.0
Approved by	Board of Directors
Date approved	June 2026
Date of next review	June 2027
Policy owner	Designated Safeguarding Lead

1. Purpose

This code sets out the standards of behaviour we expect from every director, member of staff and volunteer at Elevated Up CIC. It keeps participants safe and protects everyone working on our behalf.

2. We will always

- Put the safety and wellbeing of participants first.
- Treat everyone with respect, fairness and kindness.
- Work openly and avoid being alone and unobserved with a child or adult at risk wherever possible.
- Use positive, encouraging language and act as good role models.
- Follow our safeguarding, health and safety, and equality policies.
- Report any concern about a child, adult at risk, or a colleague's conduct to the DSL.

3. We will never

- Use physical punishment, or any form of degrading or humiliating treatment.
- Develop inappropriate relationships or have unnecessary physical contact with participants.
- Contact children privately through personal phones or social media accounts.
- Share inappropriate material, use offensive language, or attend sessions under the influence of alcohol or drugs.
- Take photographs or video on personal devices, or without proper consent.

4. Professional boundaries and communication

All communication with children and families goes through our official channels. Any one-to-one mentoring takes place in an open, observable setting. Where physical support is needed in a movement session, it is appropriate, explained and with the participant's agreement.



5. Breaches

Failure to follow this code may lead to action up to and including ending a person's involvement with Elevated Up CIC, and where appropriate referral to the LADO, the Police or the DBS.

6. Review

This code is reviewed every year and signed by all staff and volunteers on joining.

Approval

Approved on behalf of the Board of Directors:

A handwritten signature in black ink, appearing to read 'Emma Hobbis', is written over a horizontal line.

Emma Hobbis

Director, Elevated Up CIC

Date approved: June 2026