



Code of Conduct Policy

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POLICY STATEMENT

The Art Inc staff code of conduct includes

- Our Values
- Expected behaviours
- Use of technologies,
- Healthy relationships
- Communications including the use of social media.
- A culture of safeguarding
- Boundaries & Trust
- Reporting

It will set out the Art Inc good and appropriate behaviour between adults and children. While not being exhaustive the policy will covers key behaviours in relation to children, young people and their families

VALUES & BEHAVIOURS

The Art Inc Values are

- Empathy



- Nurture
- Clear Boundaries
- Dreams

Art Inc expects and requires its staff to meet these values by demonstrating positive, professional behaviours.

EMPATHY must be demonstrated when building positive relationships with our professional colleagues, with our families and with our young people. We at Art Inc recognise that there may be several determining factors as to why a young person is engaging with Art Inc. Our role is to demonstrate understanding with care and compassion. We expect these behaviours to be demonstrated in

- Tolerance, acceptance and celebration of differences
- Kindness
- thought

We **do not** expect **EMPATHY** to be demonstrated by

- Judgmental or discriminatory behaviours
- Gossiping
- Rudeness
- Over familiarity
- Inappropriate relationships

NURTURE is demonstrated to build confidence and foster success in behaviours and achievement. Nurture is used in supportive educational discussions for positive outcomes.

The value **NURTURE** can be demonstrated by

- Verbal support
- Patience
- Listening
- And our first value; empathy

We do not expect **NURTURE** to be demonstrated by

- Patronising
- Shouting
- Inflexible
- Bullish
- Over familiarity
- Inappropriate relationships

CLEAR BOUNDARIES are demonstrated to support positive behaviours, healthy and safe environments and support in the meeting of expectations. **CLEAR BOUNDARIES** can be demonstrated by

- Role modelling



- Verbalising and adhering to the policies and procedures of Art Inc
- Appropriate and professional communication
- Appropriate body language and/or interaction

We **do not** expect **CLEAR BOUNDARIES** to be demonstrated by

- Working/behaving in contrary to Art Inc policy and procedure
- Unprofessional/rude/inappropriate communication
- Unprofessional/inappropriate body language and/or interaction
- Over familiarity
- Inappropriate relationships

DREAMS are demonstrated to build aspiration and foster success in behaviours and achievement. Dreams are attributed to supporting young people in having future goals and desires beyond the scope of Art Inc giving young people aims to work towards. The value **DREAMS** can be demonstrated by

- Trust
- Verbal support
- Patience
- Listening to a child's hopes, dreams, successes or likes and build on them giving practical advice and support.
- And our first value; empathy

We do not expect **DREAMS** to be demonstrated by

- Dismissive attitudes
- Patronising
- Doubt
- Inflexible
- Mistrust
- Over familiarity
- Inappropriate relationships

BOUNDARIES & TRUST

The expectations on the staff at Art Inc are clear. The Values and behaviours of our staff are clearly outlined. If a staff member has been found to demonstrate contradictory behaviours or demonstrated opinions/actions contrary to our values this will result in disciplinary action and may result in the staff member being dismissed. Their behaviours could be reported to the Lado, police and barring service. If their behaviour is illegal this will be reported to the police and Barring service.

Our safeguarding expectations are clear and can be read within our Art Inc Safeguarding policy. Staff are in a position of trust. If a breach of trust has been determined this will result in at the least a disciplinary and may result in their dismissal. Their behaviours could be



reported to the Lado, police and barring service. If a staff members' behaviour is illegal this will be reported to the police and barring service.

FINAL STATEMENT

Art Inc is fully committed to the recruitment of appropriate and suitable staff. We will recruit persons that display Art Inc values. We will support staff in continuous CPD to aid the growth and development of our provision through our values. Art Inc will follow up instances where staff have not met our values and expectations.