



Chance is Change

Obj:

Code of Conduct

All staff and mentors are expected to comply with the requirements of this policy and be aware of their responsibilities to ensure uphold the values of Chance is Change, Change is Change Holistic Sport Mentoring and The Life Coach

All staff and mentors will:

- Always be patient and courteous.
- Be familiar with the Safeguarding Policy and the importance of complying with the Policy in conjunction with the Code of Conduct.
- It's important that we are inclusive. We welcome and support people of all backgrounds and identities. This includes but is not limited to members of any sexual orientation, gender identity and expression, race, ethnicity, culture, national origin, social and economic class, educational level, colour, immigration status, sex, age, size, family status, political belief, religion, and mental and physical ability.
- We must be considerate to all professional colleagues, students and young people. We will all depend on each other to produce the best work we can and support each other through difficult times.
- Be respectful to everyone. We won't all agree all the time, but disagreement is no excuse for disrespectful behaviour. We will all experience frustration from time to time, but we cannot allow that frustration to become personal attacks. An environment where people feel uncomfortable or threatened does not uphold the values of the organisation and such behaviour will not be tolerated.

- Always choose your words carefully. Always conduct yourself professionally. Be kind to others. Do not insult or put down others. Harassment and exclusionary behavior are not acceptable. This includes, but is not limited to:
 - Threats of violence.
 - Discriminatory jokes and language.
 - Sharing sexually explicit or violent material via electronic devices or other means.
 - Personal insults, especially those using racist or sexist terms.
 - Unwelcome sexual attention.
 - Advocating for, or encouraging, any of the above behavior.
- Do not harass others. In general, if someone asks you to stop something, then stop. When we disagree, try to understand why.
- We all have differences which are what make us unique. Our differences can be our strengths. We can find strength in diversity.
- Different people have different perspectives on issues, and that can be valuable for solving problems or generating new ideas. Being unable to understand why someone holds a viewpoint doesn't mean that they're wrong.
- We all make mistakes, and blaming each other doesn't get us anywhere. Instead, focus on resolving issues and learning from mistakes.

Key Contacts

Overall Accountable Officer (CEO)

Name: Tom Hoskins

Phone: 07370163498

Email: chanceischange@outlook.com

Designated Safeguarding Lead (DSL)

Name: Tom Hoskins

Phone: 07370163498

Email: chanceischange@outlook.com

Safeguarding email address

CICsafeguarding@outlook.com

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