

Code of Conduct — Public Version

1. Purpose

This Code of Conduct outlines the professional standards expected of all SCI staff, volunteers and contractors. It ensures safe, ethical and trauma-informed practice when working with children, young people, families, schools and partner agencies.

SCI is committed to creating safe, respectful and supportive environments where young people can thrive.

2. Our Values

SCI staff uphold the following values:

- **Safety** — safeguarding is central to all practice
- **Respect** — every young person is treated with dignity
- **Integrity** — honesty, transparency and accountability
- **Professionalism** — consistent, reliable and ethical behaviour
- **Trauma-informed practice** — understanding behaviour through a relational lens
- **Collaboration** — working closely with schools, families and agencies

3. Professional Behaviour

All SCI staff must:

- Maintain professional boundaries at all times
- Use appropriate language, tone and behaviour
- Model positive behaviour and emotional regulation
- Follow SCI policies and statutory guidance
- Act in the best interests of the young person
- Treat all individuals fairly and without discrimination

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- Maintain confidentiality in line with UK GDPR
 - Report safeguarding concerns immediately to the DSL

4. Relationships with Young People

SCI staff must:

- Build safe, trusting, professional relationships
- Avoid any behaviour that could be misinterpreted
- Never engage in favouritism or special treatment
- Never form personal relationships outside professional work
- Never communicate with young people on personal social media
- Never give or accept gifts unless agreed with the school

5. Boundaries & Conduct

Staff must not:

- Use physical punishment or aggressive behaviour
- Use sarcasm, humiliation or belittling language
- Transport young people without prior agreement
- Meet young people outside agreed sessions
- Share personal contact details
- Engage in any behaviour that compromises safety

6. Gym-Based Practice

SCI delivers gym-based intervention. Staff must:

- Maintain safe physical environments
- Follow risk assessments
- Use trauma-informed coaching approaches

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- Ensure appropriate supervision at all times
 - Avoid unnecessary physical contact
 - Model safe lifting and exercise techniques

7. Digital & Online Conduct

Staff must:

- Use SCI-approved communication channels
- Store information securely
- Avoid personal messaging with young people
- Follow data protection and confidentiality rules

8. Appearance & Presentation

Staff must:

- Present professionally
- Wear appropriate clothing for gym-based sessions
- Display SCI identification when required

9. Multi-Agency Working

Staff must:

- Share information appropriately
- Attend meetings punctually and prepared
- Represent SCI professionally
- Follow local safeguarding partnership procedures

10. Breaches of the Code

Any breach of this Code of Conduct may result in:

- Additional supervision
- Training or support
- Formal investigation
- Disciplinary action
- Referral to external agencies where required

11. Review

This policy is reviewed annually or sooner if required by legislation or safeguarding partners.