

Wye Dean Wellbeing CIC

Code of Conduct Policy

V2

8 June 2023



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General Conduct [↑](#)

This policy sets out to ensure all regardless of status or rank who work for or under the umbrella of Wye Dean Wellbeing understands and takes responsibility to conduct themselves at all times in accordance with a high professional standard. This promotes fairness, dignity and respect without discrimination that neither undermines public confidence in the process or profession to the services they are providing nor brings Wye Dean Wellbeing into disrepute. We fully promote freedom of expression and an openness to communications, but we expect everyone to follow our code of conduct for a respectable, collaborative and safe working environment.

This policy may also be referred as Conduct in the workplace.

- All volunteers, affiliates and those that work under the umbrella of Wye Dean Wellbeing conduct themselves in a professional manner in accordance with their professional status.
- Respect other medical and health care providers and their boundaries of their professional remit. If there is a concern about another one's practice this should be firstly addressed with the Director of wellbeing services, then addressed through a properly constituted complaints procedure. Everyone should conform with our equal opportunity policy.
- Never diagnose or treat another person based on how a person may conduct themselves.
- Avoid compromising situations or opportunities for misunderstandings or allegations.
- Those that access services at Wye Dean Wellbeing need to be able to participate freely as they work with their practitioner and trust with their wellbeing and sensitive personal information.
- All must comply with safety and fair dealing laws.
- Everyone should be respectful of any Wye Dean Wellbeing property, equipment, copyright and any other materials they have access or use of.

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Integrity

- To be open honest, truthful and as accurate as possible.
- Show both integrity and professionalism in the workplace. This also includes dressing appropriately in casual attire that is not deemed as offensive or opiated.
- Communicating professional competencies, experiences working methods accurately.
- Working ethically and safely being aware of how to fulfil legal and moral obligations.
- To look after own needs and health.
- We discourage accepting gifts from those who access Wye Dean Wellbeing services where there is a personal profit/benefit to those that accept gifts. Donations to non-profitable organisations can be welcomed. See donations policy.
- We expect all those that work for and behalf of Wye Dean Wellbeing to avoid and conflict of interest of any personal financial or any other interest that may hinder capability or willingness to perform duties.
- All those that represent Wye Dean Wellbeing must be open for communication, feedback, constructive criticism that can help improve the way we conduct business and run the organisation.
- Competence
- Work to professional standards by working within own competence. To only provide a service solely in the areas to which they are trained and competent.
- Attend regular training and CPD to keep skills and knowledge up to date.

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Disciplinary Actions [↑](#)

Wye Dean Wellbeing may take disciplinary action against those that intentionally or fail to follow this code of conduct policy. Consequences may include being removed from all interest and activity from the company. In the event of corruption, theft, embezzlement or other unlawful behaviour, legal action may be taken.