

Code of Conduct Policy

REVISION RECORD

Version	Description	Date
3	Third draft	December 2025

Signed:

A handwritten signature in black ink, which appears to read 'Guy Steward'.

Director



General Conduct

This policy sets out to ensure that **all individuals, regardless of status or role, who work for or under the umbrella of Wye Dean Wellbeing**, understand and take responsibility for conducting themselves at all times in accordance with a high professional standard. This promotes fairness, dignity, and respect without discrimination, and ensures that behaviour neither undermines public confidence in the profession or services being provided nor brings Wye Dean Wellbeing into disrepute.

We promote freedom of expression and open communication; however, we expect everyone to adhere to this Code of Conduct to maintain a respectful, collaborative, and safe working environment.

This policy may also be referred to as **Conduct in the Workplace**.

All practitioners and those who work under the umbrella of Wye Dean Wellbeing must conduct themselves in a professional manner in accordance with their professional role and status.

Respect other medical and healthcare providers and the boundaries of their professional remit. If there is a concern about another practitioner's practice, this should first be raised with the Director of Wellbeing Services and then addressed through a properly constituted complaints procedure. Everyone must comply with the Equal Opportunities Policy.

Never diagnose or treat another person based on assumptions about their behaviour or presentation.

Avoid compromising situations or opportunities that could lead to misunderstandings, allegations, or conflicts of interest.

Individuals accessing services at Wye Dean Wellbeing must be able to participate freely, trust their practitioner, and feel confident in the protection of their wellbeing and sensitive personal information.

All individuals must comply with applicable health and safety, safeguarding, and fair dealing laws. Everyone must respect Wye Dean Wellbeing property, equipment, copyright, and any other materials they have access to or use.

**Wye Dean Wellbeing CIC is a not-for-profit Community Interest Company
Company Registration No. 13270562**



Integrity

Act openly, honestly, truthfully, and as accurately as possible in all professional matters.

Demonstrate integrity and professionalism in the workplace. This includes dressing appropriately in casual attire that is not deemed offensive or opinionated.

Communicate professional competencies, experience, and working methods accurately.

Work ethically and safely, with awareness of legal, professional, and moral obligations.

Take responsibility for personal wellbeing and health.

We discourage accepting gifts from those who access Wye Dean Wellbeing services where there may be a personal benefit to the individual accepting the gift. Donations to non-profit organisations may be accepted in line with the Donations Policy.

All those who work for or on behalf of Wye Dean Wellbeing must avoid conflicts of interest, including personal, financial, or other interests that could hinder their ability or willingness to perform their duties effectively.

Those representing Wye Dean Wellbeing must be open to communication, feedback, and constructive criticism that supports continuous improvement in how the organisation operates.



Competence

Work to professional standards by practising within the limits of one's competence.

Provide services only in areas in which the individual is trained, qualified, and competent.

Attend regular training and continuing professional development (CPD) to maintain and enhance skills and knowledge.



Disciplinary Actions

Wye Dean Wellbeing may take disciplinary action against any individual who intentionally, or through failure, does not comply with this Code of Conduct. Consequences may include removal from all involvement and activities associated with the organisation.

In cases involving corruption, theft, embezzlement, or other unlawful behaviour, legal action may be taken where appropriate.