

## **Code of Behaviour**

### **Policy**

#### ***Principles***

As an adult working in Northants Parkinson's People – whether as a member of staff or a volunteer – you have a responsibility to ensure that everyone attending Northants Parkinson's People's activities, particularly children, young people and vulnerable adults, are protected from harm. It is the responsibility of each adult working in Northants Parkinson's People to ensure that:

- ✓ their behaviour is appropriate at all times;
- ✓ they observe the rules established for the safety and security of vulnerable adults;
- ✓ they follow the procedures following suspicion, disclosure or allegation of abuse;
- ✓ they recognise the position of trust in which they have been placed; and
- ✓ in every respect, the relationships they form with the vulnerable adults in their care are appropriate

All persons who wish to work or volunteer in Northants Parkinson's People, must accept and understand this policy. They must also agree to put Northants Parkinson's People's policies on safeguarding vulnerable adults into practice.

#### ***Meeting your responsibilities***

To give positive guidance the Code of Behaviour (below) provides a list of 'do's and don'ts' to help you ensure that:

- ✓ the welfare of the vulnerable adults for whom you have a duty of care is safeguarded;
- ✓ you avoid compromising situations or opportunities for misunderstandings or allegations.

#### **Code of behaviour**

- ✓ **DO** put this code into practice at all times;
- ✓ **DO** treat everyone with dignity and respect;
- ✓ **DO** set an example you would wish others to follow;
- ✓ **DO** treat all people equally - show no favouritism;
- ✓ **DO** plan activities that involve more than one other person being present, or at least are within sight and hearing of others;
- ✓ **DO** follow recommended adult/young people ratios for meetings and activities;
- ✓ **DO** respect the right to personal privacy of a vulnerable adult;

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Northants Parkinson's People is registered in England as a charitable incorporated organisation.

Registered office: 31 Winston Close, Nether Hayford, Northamptonshire NN7 3JX. Registered charity number 1188652

- ✓ **DO** avoid unacceptable situations within a relationship of trust,
- ✓ **DO** allow vulnerable adults to talk about any concerns they may have;
- ✓ **DO** encourage others to challenge any attitudes or behaviours they do not like;
- ✓ **DO** avoid being drawn into inappropriate attention seeking behaviour, *eg*: tantrums and crushes;
- ✓ **DO** make everyone aware of ***Northants Parkinson's People's*** procedures for safeguarding vulnerable adults;
- ✓ **DO** remember this code even at sensitive moments, *eg*: when responding to bullying, bereavement or abuse;
- ✓ **DO** keep other members of staff/volunteers informed of where you are and what you are doing;
- ✓ **DO** remember someone else might misinterpret your actions, no matter how well-intentioned;
- ✓ **DO** take any allegations or concerns of abuse seriously and refer immediately.
  
- × **DO NOT** trivialise abuse;
- × **DO NOT** form a relationship with a vulnerable adult that is an abuse of trust;
- × **DO NOT** permit abusive peer activities, *eg*: initiation ceremonies, bullying;
- × **DO NOT** engage in inappropriate behaviour or contact - physical, verbal, sexual;
- × **DO NOT** play physical contact games with vulnerable adults;
- × **DO NOT** make suggestive remarks or threats to a person, even in fun;
- × **DO NOT** use inappropriate language - writing, phoning, email or internet;
- × **DO NOT** let allegations, suspicions, or concerns about abuse go unreported;
- × **DO NOT** just rely on your good name to protect you.

22082020 – Policy Approved by the Trustees.