

The Purpose of this Code of Conduct:

This behaviour code outlines the conduct that *Invisible Threads* expect from all our staff.

In this policy the children and adults who take part in our classes will be called participants.

This code is here to help us protect our participants from abuse.

Invisible Threads is responsible for making sure all staff have seen, understood and agreed to follow the code of conduct, and that they understand the consequences of inappropriate behaviour.

Responsibility of staff:

Invisible Threads' staff are responsible for...

- Prioritizing the welfare of our participants
- Providing a safe environment for our participants
- Following our principles, policies and procedures
- Staying within the law at all times
- Modeling good behaviour
- Challenging all inappropriate behaviour and reporting any breaches of the code of conduct to Hannah Roe
- Reporting all concerns about abusive behaviour, following our safeguarding procedures

Respecting our Participants:

Invisible Threads' staff should...

- Listen to and respect our participants
- Value and take our participants contributions seriously
- Respect our participants privacy

Diversity and Inclusion:

Invisible Threads' staff should...

- Treat our participants fairly and without prejudice or discrimination
- Understand that our participants are individuals with individual needs
- Respect all differences including but not limited to, gender, culture, ethnicity, disability
- Challenge discrimination and prejudice

Appropriate Relationships:

Invisible Threads' staff should...

- Promote relationships that are based on openness, honesty, trust and respect
- Avoid showing favouritism

- Be patient with others
- Exercise caution if discussing sensitive issues with our participants
- Ensure your contact with the participants is appropriate and relevant to the nature of the activity

Inappropriate Behaviour:

Invisible Threads' staff should not...

- Allow concerns or allegations to go unreported
- Take unnecessary risks
- Smoke, consume alcohol or illegal substances
- Develop inappropriate relationships with the participants
- Make inappropriate promises to the participants
- Engage in behaviour that is in any way abusive
- Let the participants have your personal contact details or have contact with them via social media
- Act in a way that can be perceived as threatening or intrusive
- Patronise or belittle others
- Make inappropriate comments or gestures in front of the participants

Upholding this Code of Conduct:

Invisible Threads' staff should always follow this code of conduct. If our staff behave inappropriately, depending on the seriousness of the situation, they might be asked to leave *Invisible Threads*. We may also make a report to statutory agencies.

If you become aware of any breaches of this code, you must report them to the *Invisible Threads'* Manager Hannah Roe. If necessary you should follow our Whistleblowing procedure and Safeguarding policy.

We are committed to reviewing our policy and good practice annually.
This policy was last reviewed on: 20 / 07 / 2026

Signed:



Hannah Roe
Invisible Threads Manager
Date: 20 / 07 / 2026