



# THRIVE Cheshire

## Chronic Pain Support Group

## Code of Behaviour

### Principles

Everyone working with Thrive Cheshire, whether as a member, committee member, volunteer, or visitor, has a responsibility to ensure that everyone participating in Thrive Cheshire activities, are protected from harm.

It is the responsibility of each person within Thrive Cheshire to ensure that:

- Their behaviour is always appropriate.
- They observe the rules established for the safety and security of all participants.
- They follow the procedures following suspicion, disclosure, or allegation of abuse.
- They recognise the position of trust in which they have been placed.
- That in every respect, the relationships they form with others are appropriate.

All persons who wish to work with Thrive Cheshire, must accept and understand this policy.

### Meeting your responsibilities

To give positive guidance, the **Code of Behaviour** provides a list of '**DO'S**' and '**DON'TS**' to help you ensure that:

- The welfare of all members for whom you have a duty of care, is safeguarded.
- You avoid compromising situations or opportunities for misunderstandings or allegations.

### Code of behaviour

#### 1: Your Conduct

- a) **DO** put this code into practice at all times.
- b) **DO** treat everyone with dignity and respect.
- c) **DO** set an example you would wish others to follow.
- d) **DO** treat everyone equally and equitably.
- e) **DO** respect everyone's right to personal privacy.
- f) **DO** remember someone else might misinterpret your actions, no matter how well-intentioned.
- g) **DO** follow Thrive Cheshire's 'no alcohol' policy.
- h) **DON'T** make suggestive remarks or threats, even in fun.
- i) **DON'T** use inappropriate language - speaking, writing, phoning, email, or internet.
- j) **DON'T** show favouritism.



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### 2: Other People's Behaviour

- k) **DO** allow others, especially those who are vulnerable, to talk about any concerns they may have.
- l) **DO** encourage others to challenge any attitudes or behaviours they do not like.
- m) **DON'T** trivialise abuse.
- n) **DON'T** tolerate bullying.
- o) **DON'T** get drawn into inappropriate attention seeking behaviour.
- p) **DON'T** allow unacceptable situations within a relationship of trust.

### 3: When Problems Arise

- q) **DO** remember this code, even at sensitive moments, e.g. when responding to bullying, bereavement, or abuse.
- r) **DO** take any allegations, suspicions or concerns of abuse or inappropriate action seriously and refer or report them immediately.
- s) **DO** immediately report and seek support about any allegations of abuse or inappropriate behaviour made against you.
- t) **DON'T** let allegations, suspicions, or concerns about abuse go unreported.
- u) **DON'T** just rely on your good name to protect you.