
Code of Conduct

All directors, volunteers, employees, coaches and other helpers (paid or not) of Power2Inspire (the charity) will be required to agree this Code of Conduct. Any breach may result in disciplinary proceedings or sanction, as set out in the relevant policy (e.g. Volunteering policy) or contract of employment or service.

Please indicate your agreement in the manner required (e.g, sign and return a copy or return a form online).

You **must always**:

- be a good role model in line with our Vision and Mission (set out below)
 - comply with all applicable laws and guidance
 - follow our policies as far as they are relevant to your role and involvement with the charity;
 - be responsible and accountable in the way you perform your role
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Although you must comply with all our **policies**, there are some key points we draw to your attention:

- Whenever you are employed on or engaged in the Charity's business (including fundraising events, parties, and external meetings) **you are representing the Charity** and need to abide by this Code and all the Charity's policies
- You must disclose any **conflict of interest** before joining the Charity and notify the Charity of any relevant changes
- You will abide with the Charity's **Bullying and Harassment** policy: please note this applies whenever **you are representing the Charity** so includes behaviour towards employees, fellow volunteers, supporters or members of the public
- Protect all personal **data** and collect and use data fairly
- Join our commitment to reduce our impact on the global **environment** and protect or improve the local environment
- Prevent and address any **unlawful discrimination** or other unfair treatment, whether intentional or unintentional, direct or indirect, that may preclude anyone from participating fully in our activities
- Comply with the Charity's **Health and Safety** and **Risk** policies, in particular, taking care of yourself and others; reporting and recording all accidents, incidents or unsafe or risky situations, and anything which could lead or could have led to an accident or felt unsafe, to an appropriate person
- Familiarise yourself with the Charity's **Safeguarding** policies, especially if engaged directly with vulnerable adults or children.

Whilst you must comply with all our policies, 5 areas require your particular attention:

1. **Alcohol:** Many of us enjoy an alcoholic drink at social events. However, over-consumption and inebriation can be detrimental to everyone. If your conduct is deemed to be inconsistent with our usual standards you will be asked to modify your behaviour and, if at an event, leave immediately.
2. **Misuse of Drugs:** The Charity has a policy of zero-tolerance of the use of illegal drugs or other banned substances at any event involving Power2Inspire or where you might be representing the Charity.
3. **Inappropriate behaviour of a sexual nature.** Any behaviour of a sexual nature deemed inappropriate by the Board of Directors will not be tolerated. Such misbehaviour may include internet usage, looking at pornographic images, unwanted advances, physical touching, lewd and offensive remarks, but also consensual acts if carried on in an indiscreet or offensive manner.
4. **Driving:** The Charity expects you to obey the Highway Code while driving others to and from any event where you are representing the Charity. If you are stopped, warned or penalised for a driving misdemeanour while driving to or from an event where you are representing the Charity, you must notify your manager or the Board of Directors as soon as reasonably practicable, who may consider further disciplinary action or sanction.
5. **DBS:** As the charity works with vulnerable children and adults it is paramount that we keep our Disclosure and Barring Service checks up-to-date. You are required to notify the charity immediately (within no more than 48 hours) if anything occurs that might change the status of the last DBS acquired by the Charity for you.

Sanctions: Any incidents or breaches of this Code may be reported to the Board of Directors for consideration for further disciplinary action or sanction. Sanctions may include expulsion and a life-time ban from working, volunteering or otherwise being involved with the Charity, and repaying the Charity if it is required to pay for damage to persons or property.

VISION: Inclusion through sport; a world where “no one is left on the bench”.

MISSION: To embed inclusive sport in the sporting, education and community landscapes, by:

1. Delivering our PowerHouseGames;
2. Organising Inclusive Sports Festivals;
3. Supporting mainstream sports clubs to become more inclusive;
4. Assisting schools, communities, companies and sports clubs to host Inclusive Fundraising events;
5. Educating everyone in the benefits of inclusive sport; and
6. Inspiring all, whether young or old, whether disabled or not, to try out inclusive and adapted sports.

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