



CORE GOVERNANCE AND POLICY FRAMEWORK

Code of Conduct

Purpose

This Code of Conduct outlines the standards of behaviour expected from everyone representing Dinas Integration Services CIC.

Expected Standards

All representatives of Dinas Integration Services CIC must:

- Act professionally and respectfully
- Maintain appropriate boundaries
- Uphold confidentiality
- Safeguard children and adults at risk
- Avoid discrimination and harassment
- Act honestly and with integrity
- Represent the organisation positively
- Follow organisational policies and procedures

Unacceptable Behaviour

Unacceptable behaviour includes:

- Bullying or harassment
- Discriminatory behaviour
- Abuse of power
- Breaches of confidentiality
- Inappropriate relationships
- Misuse of organisational resources
- Substance misuse during work activities

Social Media

Staff and volunteers must use social media responsibly and avoid behaviour that may damage the reputation of Dinas Integration Services CIC.