



CODE OF ETHICS

Indepen-dance Values

1. Indepen-dance creates opportunities for adults with disabilities and their carers to enjoy, express and fulfil their potential through dance.
2. The company would expect all Board members, Staff, Tutors, Clients, Carers and anyone else working on behalf of Indepen-dance, to carry out their role with dedication and a commitment to Indepen-dance and respect its core values: integrity, honesty and Impartiality. In this code our values are as follows:

Integration

To promote integration rather than segregation

To avoid discrimination on any grounds; to offer its facilities and services to as wide a range of people in need as possible; and to ensure that their views are fully represented

Aspiration and Potential

To place the primary focus on the well-being, development and aspirations of all people with whom it works.

To promote their social confidence and self-awareness, and to encourage and help them to achieve their potential

Individuality and Integrity

To pay full regard to their individuality, integrity, humanity and right to privacy, and to their wishes at any time.

Encouragement

As far as possible, to encourage them to make or participate in decisions which affect them.

As far as their capabilities and wishes allow, to encourage them to become fully involved in all the activities in which they are engaged, within proper limits of safety and good practice.

Honesty and Balance

In all its dealings, to be honest and truthful; to allow full access to information; and to ensure that its processes are transparent.

Following the principles of the United Nations Convention to encourage people to exercise their rights and to achieve a proper balance between their rights and responsibilities.

STANDARDS OF BEHAVIOUR

Integrity

You must

Fulfil your duties and obligations responsibly;

Always act in a way that is professional and that deserves and retains the confidence of all those with whom you have dealings:

Make sure resources are used properly and efficiently;

Deal with the public fairly, efficiently, promptly, effectively and sensitively, to the best of your ability;

You must not:

Misuse your official position in the course of your duties to further your private interests or those of others;

Honesty

You must:

Use resources only for the authorised purpose for which they are provided.

You must not:

Be influenced by improper pressures from others or the prospect of personal gain.

Impartiality

You must:

Carry out your responsibilities in a way that is fair, just and equitable and reflects the Company's commitment to equality and diversity.

You must not:

Act in a way that unjustifiably favours or discriminates against particular individuals or interests.

Rights and Responsibilities

Independance has a duty to make you aware of this code and its values. If you believe that you are being required to act in a way which conflicts with this Code, the company must consider your concern, and make sure that you are not penalised for raising it.

If you have a concern you should start by talking to the Dance Development Officer or the Artistic Director of the Company.

This Code is part of the contractual relationship between you and the Company. It sets out the high standards of behaviour expected of you which follows from your position or your involvement in our company; you can take pride in living up to these values.