

Staff code of conduct



conduct

This code of conduct describes the general principles which inform our decision making and how we go about our work. It applies to all Dusemond staff and sets out the values, standards and behaviours we expect and require from everyone.

Respect:

Dusemond is committed to creating an environment where everyone is treated with dignity, kindness and respect. Discriminatory behaviour and behaviour that offends, humiliates or threatens will be dealt with accordingly.

Safeguarding:

We have a responsibility to protect the children and young people who take part in our programmes from abuse, harm, exploitation and neglect. Safeguarding is everyone's responsibility and all staff must follow Dusemond's Safeguarding and Child Protection Policy and maintain the highest standards of behaviour and conduct.

Standards of dress:

You should ensure you suitably dressed for the work you are doing. Religious and cultural dress may be worn within the workplace but health and safety must take precedence. Please ensure you wear Dusemond-branded clothing when required to do so and

ensure you always have your Dusemond ID with you when working.

Speaking up

Speaking up is crucial to our culture and values. Speaking up when something doesn't seem right demonstrates integrity and that we have the courage to do the right thing. It helps us prevent mistakes and misconduct and fosters innovation. It shows we care for each other and our students. Our whistleblowing email is: whistleblowing@dusemond.co.uk

Legislation:

We will comply with the law across all of our operations.

Health and Safety:

We should make every reasonable effort to ensure the health and safety of everyone involved with Dusemond, including our own health and safety.

Property and assets:

We all have a responsibility towards the property and equipment provided by Dusemond and that of our partner schools, and to take all reasonable measures to protect them from loss or damage and to use them responsibly.

conduct



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Our Values:

Working with each other and our partners to give students an experience that is fun, educational, international and safe, we:

C

Care - for each other, the students and or partners, recognising the value that all of us contribute to the success and enjoyment of the programmes.

H

Honesty - Behave with honesty and integrity and speak up for what is right.

E

Empathy - Have empathy and understanding, knowing that we may have different beliefs, values and ways of doing things.

E

Energy - Bring energy to what we do so that we engage our students and support our colleagues.

R

Respect - Have respect for everyone.

S

Smile, bringing joy and kindness to the work we do.



Contact us

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