



Code of Conduct for all the Active LD Team



The Active LD team are: LD Advisors, Directors, Staff and Volunteers



Active LD CIC Registered company number: 16279000 <u>www.activeld.org</u> 07884 063201



St Active LD	The Active LD Team should be:
	Treated fairly and with respect
	Supported with their work
give feedback	Asked for feedback and be listened to

St Active LD	The Active LD Team should
	Follow Active LD values in all we do:
Active LD Values	 Doing our Best Trust Inclusion Safety

🖄 Active LD

Doing Our Best

We encourage growth, celebration and teamwork. Together we make new goals and help each other. We recognise our personal achievements and celebrate our success.

Trust

Trust and respect allow everyone to feel heard, valued and supported, helping people to feel more confident.

Inclusion

We find the best ways to include and empower people with learning disabilities to take part, and to be leaders, in everything we do.

Safety

When people feel safe, they can take part without worrying. People feel happier and more secure.



Code of Conduct

Staff, LD Advisors and volunteers have the right to:

- Be treated with fairness, equity, dignity and without discrimination.
- A safe and healthy working environment
- Know what is expected of them and be supported in managing their own workload.
- Receive regular constructive feedback on their performance.
- Be consulted about changes which affect their job (if applicable).
- Access Active LD's Policies and Procedures and the Business Plan where appropriate.
- Be able to express their opinions in an appropriate manner without fear of reprisal.
- Have their life outside the organisation recognised.

Directors, LD Advisors, staff and volunteers have a responsibility to:

- Respect the confidentiality of the organisation, members and colleagues and not to use any information for personal or professional gain.
- Ensure they do not put themselves or others at risk.
- Understand and carry out their role to the best of their ability and fulfill their employment obligations (if applicable)
- Act in a positive and professional manner, with honesty and with integrity and to challenge any discrimination
- Be a supportive and respectful member of the team



- Make the best use of all resources including their time
- Raise any concerns about what is happening at work in an appropriate manner and at an appropriate time and place
- Develop their professional and work-related skills and continuously look for better ways to carry out their duties.
- Keep up to date with Active LD policies.
- Comply with our Safeguarding policy and carry out relevant safeguarding responsibilities.

Adopted on: 7th April 2025 Next review: 7th April 2027

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