



Paul Fox, 36 Chapel Street, Ely, Cambridgeshire CB6 1AD
Contactyoga4health@gmail.com Tel 07782 413 146

Charity Number: 1190806

YIHA Code of Conduct

Introduction

In keeping with its vision and values, YIHA is committed to maintaining the highest degree of ethical conduct amongst all its teachers, staff and associated personnel. To help increase understanding, this Code of Conduct details YIHA's expectations of Yoga4Health teachers and others.

Scope and purpose

This Code of Conduct applies to all Yoga4Health teachers, contracted staff, YIHA. Adapted Codes of Conduct are applicable to volunteers, partners, contractors and suppliers.

The purpose of this Code of Conduct is to set out the conduct expected of YIHA teachers and staff whilst under contract to the organisation. The Code is applicable at all times. Breaches of the Code of Conduct are grounds for disciplinary action.

Mission and values

The vision of the Yoga in Healthcare Alliance (YIHA) is to promote health and wellbeing by making yoga more accessible. By initially collaborating with the UK's National Health Service (NHS) and supporting their unique position as a public health service, our aim is to create a successful model that can be used to help integrate yoga into additional health care systems throughout the world.

We are committed to

1. Promoting dialogue between all schools of yoga to offer a unified yet diverse vision of yoga's role in health care.
2. Raising international awareness of the mental and physical health benefits of yoga by disseminating research evidence.

3. Empowering individuals to take active roles in maintaining and restoring their own health through yoga.
4. Providing guidance regarding which types of yoga are supported by evidence (systematic reviews of randomised control trials) and for which ailments.
5. Communicating and collaborating on the drafting of health care policy in conjunction with interested providers.
6. Increasing accessibility to yoga for all populations.

Code of Conduct Standards

As a YIHA teacher or associated person I will:

Uphold the integrity and reputation of YIHA by ensuring that my professional and personal conduct is consistent with YIHA's values and standards

- I will treat all people fairly with respect and dignity
- I will seek to ensure that my conduct does not bring YIHA into disrepute and does not impact on or undermine my ability to undertake the role for which I am employed
- I will not work under the influence of alcohol or use, or be in possession of, illegal substances while in a role representing YIHA

Not engage in abusive or exploitative conduct

- I will not engage in sexual activity with children (persons under the age of 18). Mistaken belief in the age of a child is not a defence
- I will not exchange of money, employment, goods or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour, is prohibited. This includes any exchange of assistance that is due to beneficiaries of assistance
- I will not engage in sexual relationships with beneficiaries of assistance, since they are based on inherently unequal power dynamics
- I will not engage in any commercially exploitative activities with children or vulnerable adults
- I will not physically assault a child or vulnerable adult
- I will not emotionally or psychologically abuse a child or vulnerable adult

Ensure the safety, health and welfare of all YIHA teachers, students and associated personnel (volunteers, partners, suppliers and contractors)

- I will adhere to all legal and organisational health and safety requirements in force at my location of work
- I will comply with any local security guidelines and be pro-active in informing management of any necessary changes to such guidelines
- I will behave in a manner such as to avoid any unnecessary risk to the safety, health and welfare of myself and others, including partner organisations and

communities with whom we work

Be responsible for the use of information, assets and resources to which I have access by reason of my employment with YIHA

- I will ensure that I use YIHA assets and resources entrusted to me in a responsible manner and will account for all money and property
- I will not use YIHA IT equipment, software or e-mail and social media platforms to engage in activity that is illegal under local or international law or that encourages conduct that would constitute a criminal offence. This includes any material that intimidates or harasses any group based on protected characteristics, or encourages extremism
- I will not use YIHA IT equipment to view, download, create, distribute or save in any format inappropriate or abusive material including but not limited to pornography or depictions of child abuse

Perform my duties and conduct my private life in a manner that avoids conflicts of interest

- I will declare any financial, personal or family (or close intimate relationship) interest in matters of official business which may impact on the work of YIHA
- I will not be involved in awarding benefits, contracts for goods or services, employment or promotion within YIHAS, to any person with whom I have a financial, personal, family (or close intimate relationship) interests
- I will not accept significant gifts or any remuneration from communities with whom we work, donors, suppliers and other persons which have been offered to me as a result of my work on behalf of YIHA

Uphold confidentiality

- I will exercise due care in all matters of official business, and not divulge any confidential information relating to colleagues, work-related matters or any sensitive information unless legally required to do so

Complaints and reports

YIHA teachers and staff are obligated to bring to the attention of the relevant manager any potential incident, abuse or concern that they witness, are made aware of, or suspect which appears to breach the Standards contained in this Code. YIHA teachers and staff reporting concerns are protected by the Disclosure of Malpractice in the Workplace policy.

Teachers or staff members who have a complaint or concern relating to breach of the Code should report it immediately to YIHA centrally (Paul Fox). If the staff member does not feel comfortable reporting to the named person (for example if they feel that the report

will not be taken seriously, or if that person is implicated in the concern) they may report to any other YIHA Board member.

Staff members receiving reports or concerns are obliged to action or refer the report immediately as per the YIHA Complaints Policy and procedures

Related policies

Complaints policy and procedures

Health and Safety in the Workplace policy

Disclosure of Malpractice in the Workplace policy

Safeguarding policy

Anti Bullying and Harassment policy