Codes of Conduct

All HiFlex Physio Employees are expected to demonstrate the following:

- Make sure all activities are appropriate to the age, ability, and experience of those taking part and ensure all participants are suitably prepared physically and mentally when learning new skills.
- Promote the positive aspects of fitness.
- Always report any incidents, referrals, or disclosures immediately, following the appropriate guidelines set out in the HiFlex Physio procedures
- Consider the wellbeing and safety of participants before the development of performance
- Encourage participants to value their performances and not just results
- Never consume alcohol immediately before or during training or events.
- Never condone rule violations or use of prohibited substances
- Display consistently high standards of behaviour and appearance, dressing suitably and not using inappropriate language at any time whilst involved with HiFlex Physio activities
- Hold the appropriate, valid qualifications and insurance cover
- Develop an appropriate working relationship with participants based on mutual trust and respect
- Make sure that confidential information is not divulged unless with the express approval of the individual concerned

HiFlex Physio leaders are expected to embody the following qualities:

Commitment

Leaders serve as role models to the employees around them. Therefore, leaders must always strive to exemplify HiFlex Physio standards and values so that others will follow in their likeness.

Diligence

Leaders must demonstrate the accurate and timely completion of their duties and tasks.

Respectfulness

Leaders must keep in mind that each individual, employee or client, is different and that each one has their own needs and circumstances. Leaders must take these individualities into account when determining the most suitable course of action to take.

Version Control & Document History

Date	Summary of modifications	Version
01 October 2020	Version 1 produced following assessment validation.	1.0
11 March 2021	Updated font sizes and colours Minor fixes to grammar and spelling	1.1