



1. Introduction

Core Creative Education (CoRE) is a sanctuary for young people. It is a therapeutic centre to enable young people to explore, create, learn, and grow together.

Based at an Environmental Education Centre, CoRE uses ecotherapy (nature connection and animal therapy) as its central approach to address the Social, Emotional, and Mental Health (SEMH) needs of vulnerable young people referred to us.

This Code of Conduct has been co-created by all who share this centre. It sets out the expectations for behaviour, relationships, and respect at CoRE. It applies to staff, volunteers, visitors, and young people.

2. The Natural World

- We work on and with the land, as custodians of the land.
- The land is our teacher; we listen to its messages and the wisdom it imparts to us all.
- We treat the natural world with respect at all times.
- We treat the trees, plants, and ecosystems kindly, modelling behaviour that demonstrates kindness to all beings.
- We leave spaces better than we found them, and where possible, leave a gift of thanks for what those spaces have given us.

3. Animals

All living creatures at the Centre are to be cared for and treated with respect, observing the **Five Freedoms** (framework for the assessment of Animal Welfare):

1. **Freedom from Hunger and Thirst** – access to fresh water and diet to maintain health.
2. **Freedom from Discomfort** – adequate housing and bedding.
3. **Freedom from Pain, Injury or Disease** – access to vets and medical care.
4. **Freedom to Express Normal Behaviour** – observing best conditions for animal care.
5. **Freedom from Fear and Distress** – ensuring animals are treated with kindness and respect.

4. Our Responsibility

At CoRE, we commit to working symbiotically with all that lives on the land:

- We minimise stress to both humans and animals by being mindful of our actions.
- We remain calm in the spaces we share, reducing stress to the creatures that call this their home.
- We remember that CoRE is their home, and we are visitors.
- We create a safe environment for all who work and live here, through respectful listening and behaviour.
- We strive to be responsible, approachable, appropriate, and trustworthy.
- *We recognise that behaviour is often a form of communication and seek to respond with curiosity, empathy, consistency and appropriate boundaries.*
- We apply high standards of behaviour and language, respecting others' requests.



Core Creative Education CIC

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Explore - Create - Learn – Grow

- We treat each other with kindness, fairness, and without discrimination.
- We ensure communication channels are open, honest, and positive for all.
- We support and care for each other in our shared environment.
- *We share responsibility for safeguarding and promoting the welfare of children and young people. Concerns about safety, wellbeing or conduct should always be reported and never ignored.*

5. Staff Code of Conduct

As an alternative provision working with vulnerable children, CoRE recognises that:

- A **Staff Code of Conduct is a mandatory requirement**, in line with “*Keeping Children Safe in Education*” (KCSIE) statutory guidance by the UK Department for Education (DfE), (2025).
- All staff must uphold the highest standards of professional conduct, safeguarding practice, and duty of care.
- All behaviour, language, and interactions must be professional, respectful, and appropriate.
- Breaches of this Code of Conduct will be taken seriously and may result in disciplinary action in line with CoRE policies.

5.1 Professional Expectations for Staff

- *Staff must maintain professional boundaries with students at all times.*
- *Staff must follow CoRE’s Safeguarding Policy, Appropriate Touch Policy, Low-Level Concerns Policy, Online Safety Policy and all relevant safeguarding procedures.*
- *Staff must not engage in inappropriate personal, social media or electronic communication with students outside approved organisational systems.*
- *Staff must maintain confidentiality and share safeguarding information only on a need-to-know basis.*
- *Staff must report safeguarding concerns, low-level concerns, allegations, or breaches of professional conduct in accordance with CoRE policies.*
- *Staff must avoid conduct that could be perceived as favouritism, over-familiarity, or the creation of inappropriate dependency.*

6. Review

This Code of Conduct will be reviewed **annually** or sooner if required by changes in law, statutory guidance, or organisational need.

Signed: Alasdair Green (**Education manager**)

Date: 11/07/2026