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## YIHA Code of Conduct

### Introduction, Scope and Purpose

In keeping with its vision and values, the Yoga in Healthcare Alliance (YIHA) is committed to maintaining the highest degree of ethical conduct amongst all its teachers, staff and associated personnel. This Code of Conduct applies to all YIHA and Yoga4Health teachers, contracted staff, and associated personal.

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 or delivering programmes representative of the YIHA. The Code of conduct 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.

The YIHA, its representatives and Yoga4health tutors 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 research evidence 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

NOTE: These are based on model standards published by the Health and Care Professions Council.

As a YIHA teacher or associated person I will:

## 1. Promote and Protect the interests of service users.

### **Treat service users with respect.**

- 1.1 You must treat service users as individuals, respecting their privacy and dignity.
- 1.2 You must work in partnership with service users, involving them, where appropriate, in decisions about the services to be provided.
- 1.3 You must encourage and help service users, where appropriate, to maintain their own health and well-being, and support them so they can make informed decisions.

### **Make sure you have consent.**

- 1.4 You must make sure that you have consent from service users before you provide services.

### **Challenge discrimination**

- 1.5 You must not discriminate against service users, carers, or colleagues by allowing your personal views to affect your professional relationships or services that you provide.
- 1.6 You must challenge colleagues and service users if you think that they have discriminated against, or are discriminating against, service users and colleagues.

### **Maintain appropriate boundaries**

- 1.7 You must keep your relationships with service users and carers professional.

## 2. Communicate appropriately and effectively.

### **Communicate with service users and carers.**

- 2.1 You must be polite and considerate.
- 2.2 You must listen to service users and take account of their needs and wishes.
- 2.3 You must give service users the information they want or need, in a way they can understand.
- 2.4 You must make sure that, where possible, arrangements are made to meet service users' language and communication needs.

### **Work with colleagues**

- 2.5 You must work in partnership with colleagues, sharing your skills, knowledge and experience where appropriate, for the benefit of service users.
- 2.6 You must share relevant information, where appropriate, with colleagues involved in the services provided to a service user.

## **Social media and networking websites**

2.7 You must use all forms of communication appropriately and responsibly, including social media and networking websites.

## **3. Work within the limits of your knowledge and skills**

### **Keep within your scope of practice.**

3.1 You must keep within your scope of practice by only practising in the areas that you have appropriate knowledge, skills, training and experience in.

3.2 You must refer a service user to another suitable healthcare practitioner if the care, treatment, or other services they need are beyond your scope of practice.

3.3 You must adhere to the Yoga in Healthcare Policies pertinent to the Yoga4Health programme and the your health and safety and that of your colleagues and service users

### **Maintain and develop your knowledge and skills.**

3.4 You must keep your knowledge and skills up to date and relevant to your scope of practice through continuing professional development.

3.5 You must keep up to date with and follow the law, our guidance and other requirements relevant to your practice.

3.6 You must ask for feedback and use it to improve your practice.

## **4. Delegate appropriately**

### **Delegation, oversight, and support**

4.1 You must only delegate work to someone who has the knowledge, skills, training and experience needed to carry it out safely and effectively.

4.2 You must continue to provide appropriate supervision and support to those you delegate work to.

## **5. Respect confidentiality**

### **Using information**

5.1 You must treat information about service users as confidential.

### **Disclosing information**

5.2 You must only disclose confidential information if:

- you have permission
- the law allows this

- it is in the service user's best interests
- it is in the public interest, such as if it is necessary to uphold safeguarding obligations, protect public safety or prevent harm to other people.

## 6. Manage Risk

### Identify and minimise risk.

- 6.1 You must take all reasonable steps to reduce the risk of harm to service users and colleagues as far as possible.
- 6.2 You must not do anything, or allow someone else to do anything, which could put the health or safety of a service user or colleague at unacceptable risk.

### Manage your health

- 6.3 You must make changes to how you practise, or stop practising, if your physical or mental health may affect your performance or judgement or put others at risk for any other reason.

## 7. Report concerns about safety.

### Report concerns

- 7.1 You must report any concerns about the safety or well-being of service users promptly and appropriately.
- 7.2 You must support and encourage others to report concerns and not prevent anyone from raising concerns.
- 7.3 You must take appropriate action if you have concerns about the safety or well-being of children or adults at risk of harm.
- 7.4 You must make sure that the safety and well-being of service users always comes before any professional or other loyalties.

### Follow up concerns.

- 7.5 You must follow up concerns you have reported and, if appropriate, escalate them.
- 7.6 You must acknowledge and act on concerns raised to you, dealing with those concerns and following the appropriate policy guidance to ensure that they are appropriately dealt with.

## 8. Be open when things go wrong.

### Openness with service users and carers

- 8.1 You must be open and honest when something has gone wrong with the services that you provide by:

- informing service users or, where appropriate, their carers or alternative person with responsibility for that service user, that something has gone wrong
- apologising
- taking action to put matters right if possible
- making sure that service users or, where appropriate, their carers or alternative person with responsibility for that service user, receive a full and prompt explanation of what has happened, any likely effects and the actions that you have taken or will take to address these.

### **Deal with concerns and complaints**

8.2 You must support service users who want to raise concerns about the care, treatment, or other services they have received.

8.3 You must give a helpful and honest response to anyone who complains about the services they have received.

## **9. Be honest and trustworthy.**

### **Personal and professional behaviour**

9.1 You must make sure that your conduct justifies the public's trust and confidence in you and your profession.

10.1 You must be honest about your experience, qualifications, and skills.

11.1 You must make sure that any promotional activities you are involved in are accurate and are not likely to mislead.

12.1 You must declare issues that might create conflicts of interest and make sure that they do not influence your judgement.

### **Important information about your conduct and competence**

13.1 You must tell us as soon as possible if:

- you accept a caution from the police, or you have been charged with, or found guilty of, a criminal offence
- another organisation responsible for regulating a health or social-care profession has taken action or made a finding against you
- you have had any restriction placed on your practice, or been suspended or dismissed by an employer, because of concerns about your conduct or competence.

14.1 You must co-operate with any investigation into your conduct or competence, the conduct or competence of others, or the care, treatment or other services provided to service users.

## 10. Keep records of your work.

### Keep accurate records.

- 10.1 You must keep full, clear, and accurate records for everyone you care for, treat, or provide other services to.
- 10.2 You must complete all records promptly and as soon as possible after providing care, treatment or other services.

### Keep records secure

- 10.3 You must keep records secure by protecting them from loss, damage or inappropriate access.

### Related YIHA Policies

Bullying and Harassment policy  
Complaints policy and procedures  
Data Protection Policy and Guidance  
Disciplinary Procedure  
Disclosure of Malpractice in the Workplace policy  
Equality Diversity and Inclusion Policy  
Grievance Procedure  
Safeguarding policy

### Change Record

Date of Change:	Changed By:	Comments:
26.11.20	Paul Fox	Policy approved by the Trustees
12.2.21	Paul Fox	Code of Conduct aligned with Health and Care Professions Council model standards
9.3.21	Paul Fox/Amanda Jane Crompton	Policy updated with minor amendments to interlink better with YIHA policy suite. Approved by the Trustees.
29.11.22	Paul Fox/Amanda Jane Crompton	Reviewed for currency
06.05.2024	AJC	Reviewed and revised
15.05.2024	PF	Approved