

Code of Ethics & Conduct

PURPOSE & AIM:

The Sacred Birth Centre (SBC) recognises that pregnancy, birthing, and early parenthood can be a vulnerable time in a person's life and acknowledges the importance of upholding a strong code of ethics and conduct through all services, events, and interactions.

This policy was developed to ensure all volunteers, contractors, and Affiliated Service Providers (ASP) have a clear understanding of the SBC's code of ethics and conduct and what is expected when representing the SBC. It also serves to inform service users and other interested parties of the standards under which the SBC operates.

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CODE OF ETHICS & CONDUCT:

1. We work and provide services in alignment with our [Vision, Mission, & Core Values Statement](#).
2. We are honest and show integrity and respect at all times towards service users, members of the public, volunteers and contractors, affiliated service providers, and other professionals or organisations we may work alongside.
3. We welcome everyone and do not discriminate based on age, race, disability status, sex and sexual orientation, beliefs, culture, and any other identifying factors.
4. We value diversity and recognise that each person has their own unique perspective, sets of beliefs, and ideas on how they wish to birth and parent. We hold respect for others' beliefs and do not pass judgement.
5. We understand that sometimes there are personality clashes or strong differences of opinions/beliefs that may impact our ability to provide quality service. We recognise that this is part of being human. When this occurs we do

- not take it personally. We endeavour to maintain honesty, integrity, and respect, whilst directing our service users to service providers that may be more suitable.
6. We do not give advice, persuade, or make decisions for our service users. We respect everyone's right to choose what is best for them and their family. We actively listen and provide services, support, and/or education (within our scope of practice) based on what our service users decide is right for them.
 7. We work within our scope of practice. When working with service users, we make clear the scope of our practice, including our limitations, and ensure we practise only in areas where we have the required skills and knowledge. If asked to perform outside our level of expertise, it is our responsibility to inform and redirect to the appropriate services.
 8. We work to the highest possible standard, ensuring we keep our knowledge, skills, and any relevant qualifications up-to-date. We ensure that insurance cover is maintained and relevant to the services we provide, alongside any other requirements that may be necessary to provide services in a safe and competent manner.
 9. We understand the importance of safeguarding children and vulnerable adults who access our services. Where applicable, we ensure all volunteers, contractors, and ASP hold the appropriate level of training/qualifications to recognise and respond to safeguarding concerns, and follow safeguarding procedures set out by the SBC
 10. We do not discuss personal and confidential information that has been disclosed to us, except in situations outlined in our [Privacy Policy \(GDPR\)](#), or when consent to share information has been given.
 11. We are accountable for our own actions. We take personal responsibility and liability for the choices and actions we take. We own our mistakes, engage in full disclosure with all affected parties, and learn from the experience. We also recognise that our service users are accountable for their own actions. We cannot take responsibility or liability for the choices they make.
 12. We follow protocol for addressing grievances, as outlined in the [Complaints Pathway](#) and [Social Media Policy](#). We do not slander, spread rumours/gossip, or air our grievances in public forums. We address our concerns or grievances in a private and confidential manner with honesty, integrity, and respect for all parties involved.
 13. We do not use the SBC logo, speak on behalf of the SBC, or act as representatives of the SBC unless we have explicit permission to do so and are only doing so to the extent we have been permitted. This permission comes directly from Project Weavers and/or Directors and may be embedded within our role descriptions or Terms & Conditions.

BREACHING THIS POLICY:

If anyone is found to be in breach of this Code of Ethics and Conduct, a cautionary notice may be issued or disciplinary action may be taken. Any action will be proportionate to the extent of the breach and any potential or actual damage that occurs as a result. This may include termination of roles or cancellation of ASP Membership and listing.

UNDERTAKING TO FOLLOW THIS POLICY:

The Code of Ethics & Conduct is endorsed by the Directors of the SBC. Any person working with or on behalf of the SBC has undertaken to follow this policy, as stipulated in the Terms & Conditions.

HOW TO CONTACT US

In the event of any questions or concerns relating to this policy, you can contact us by:

1. Completing a contact enquiry form on our website - www.sacredbirthcentre.org;
2. Emailing us at - info@sacredbirthcentre.org; or
3. Writing to us as at - 2-4 High Street, Glastonbury, Somerset, UK, BA6 9DU

To report a breach of the Code of Ethics & Conduct, follow the SBC [Complaints Pathway](#).