

# Code of Conduct

## How we work

The Turning Tides Project believes that everyone has the right to **Equal access to music, the arts and life.**

We intend to make this right a reality for people with 'learning disability' or 'autism' labels.

The Turning Tides Project is a Community Interest Company; a not for profit organisation. Our focus is on the work that we do and the difference we make.

The Turning Tides Project takes a Social Model approach.

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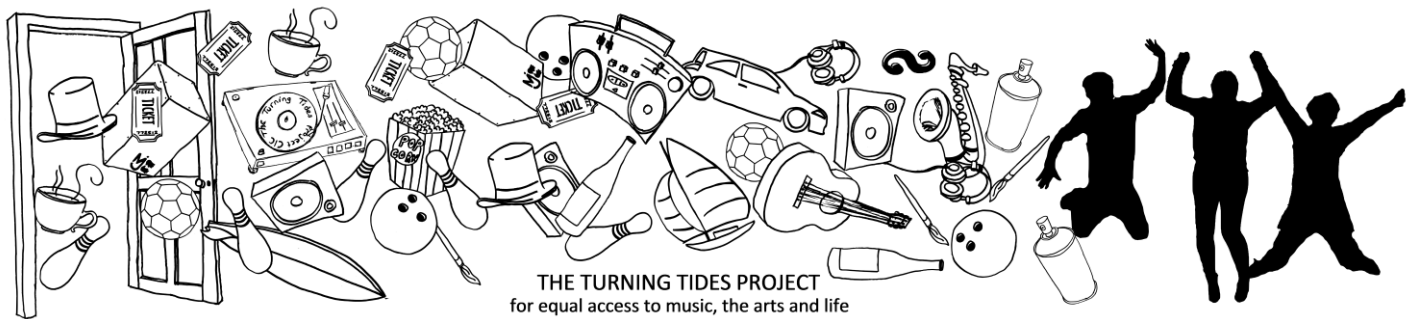


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THE TURNING TIDES PROJECT  
for equal access to music, the arts and life

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### General Description of the Turning Tides Project

The Turning Tides Project is a Community Interest Company, launched in June 2014, Company Number 9053146.

The aim of the project is to make equal access to music, the arts and life a reality for people with 'learning disability' or 'Autism' labels in Devon.

The Turning Tides Project employs both staff and sessional workers. This helps us to ensure that the Project meets its aims and objectives and can access a wide pool of talented, unique and creative people, without limitation.

*All Sessional workers are self-employed and are therefore personally responsible for ensuring that they submit individual tax returns to HMRC.*

The Turning Tides Project holds 3<sup>rd</sup> Party Liability Insurance up to £5 million.

### The Turning Tides Project Core Values

We believe that .....

- Encouragement to star-gaze
- Freedom to follow dreams
- Support to make dreams a reality
- Opportunities to shine .....Turns Tides.

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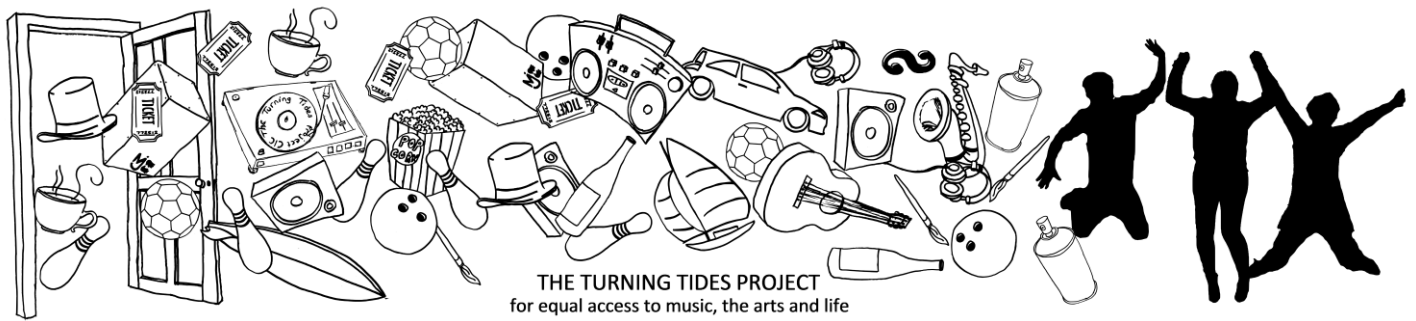


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## The Turning Tides Project Expectations

The Turning Tides Project has a distinct culture and qualitative ethos to its work. We believe that everyone involved with The TTP align their own beliefs, working practice, attitudes, motivation and creativity to the values of the project. This ensures that the values are truly delivered in everything we do and say. By setting this participative environment we will all thrive, improve and enjoy our many and varied experiences.

By positive example, by listening to and working with people we will proactively use a variety of mediums to educate, question and ultimately challenge any poor practice, prejudice and institutional attitudes we encounter during the course of our work.

Everyone who is contracted to work with, or who volunteers for The Turning Tides Project, will always be:

- Given the freedom to develop their own ideas and ways of working
- Encouraged to be everything that they can be
- Listened to
- Supported to develop confidence
- Provided with non-judgemental advice and support
- Supported in a way that works for them, and especially if they have to do things that they are not sure about, or that scare them
- Supported to develop their skills and identify their own development needs
- Given assurance and tools required to complete their work

*Code of Conduct 21/01/15 – updated 03/06/18*

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