

# Code of Ethics and Conduct Guidance

## RainbowLight Yoga School

### INTRODUCTION

We aim to ensure students, graduates and instructors of the RainbowLight Yoga School (the School), establish and maintain a high standard of ethical and professional conduct when you provide services in yoga instruction. As such, we expect students, graduates and instructors to adhere to this Code of Ethics and Conduct. We all know from our own experience that yoga can contribute positively to the development of individuals. You can enhance such development for individuals by guiding them as an informed, thinking, aspiring and educated yoga professionals operating within an acceptable ethical and professional framework. There are five key principles to the Code of Ethics and Conduct:

- Rights
- Relationships
- Personal Responsibilities
- Professional Standards
- Safe Working Practice.

### ROLES AND RESPONSIBILITIES

Your role as a yoga facilitator is to:

1. Identify and meet the needs of individuals.
2. Improve wellbeing or fitness through programmes of safe, effective and enjoyable yoga, create an environment in which individuals are motivated to maintain their participation and improve their yoga practice.
3. Act with integrity and respect.
4. Maintain and develop your personal competence.

This Code of Ethics and Conduct (the Code) defines good practice for you as a professional in the fitness and wellness industry by reflecting the core values of rights, relationships, responsibilities, standards and safety. It is important to note that our use of the term 'professional' in this Code does not necessarily imply a paid position or person. Likewise, the Code applies to you whether you are an employed or self-employed professional. If you are working as an employed professional, we accept that you will be subject to the codes of practice

and employment rules of your employer(s). When thinking about how you comply with our Code, you should also give careful regard to the rules of your employer(s). One important issue is whether or not, in the case of any complaint being made against you, you will be subject to any internal investigation by your employer(s). With that in mind, any complaint will be referred to your employer(s).

As a student, graduate or instructor of RainbowLight Yoga School, you agree to accept your responsibility to: people who participate in yoga practice, other yoga students, teachers and colleagues, yoga associations, professional bodies and institutes you are a member of, your employer(s), society. When practising as a yoga instructor, you must also hold adequate liability insurance.

## RIGHTS

As a student, graduate or instructor of RainbowLight Yoga School, you should deal with your clients openly and transparently. You should adopt the highest degree of professionalism at all times in dealing with your clients' needs. You should maintain a standard of professional conduct as an exercise professional that is appropriate to your dealings with all client groups, and responsibly demonstrate:

- respect for individual differences and diversity
- good practice in challenging discrimination and unfairness
- discretion in dealing with confidential client disclosure.

Under these principles, and as a student, graduate or instructor of RainbowLight Yoga School, you should ensure your contractual arrangements with your clients are clear and transparent. Although we cannot and will not adjudicate or deal with private contractual disputes (which should be dealt with between you and your clients), at the School, we will nevertheless seek to ensure that all our students, graduates and instructors have appropriate regard for dealing with and addressing concerns raised by their clients. If a dispute arises between you and a member of the public concerning your role as an exercise professional, you should, in the first instance, try to resolve that dispute between yourselves. We have no jurisdiction at the School to resolve such a dispute.

## RELATIONSHIPS

As a student, graduate or instructor of RainbowLight Yoga School, you should develop a healthy relationship with your customers and other health and well-being professionals and practitioners. Your relationship with customers should be based on openness, honesty, mutual trust and respect, and you should responsibly demonstrate:

- that you are aware of the requirement to make the client's needs a priority, and when planning an appropriate yoga programme, promote the client's welfare and best interests
- clarity in all forms of communication with clients, professional colleagues and medical practitioners, ensuring honesty, accuracy and cooperation when seeking agreements, and avoiding misrepresentation or any conflict of interest arising between clients and your own professional obligations
- integrity as a professional and recognition of the position of trust this role puts you in.

## PERSONAL RESPONSIBILITIES

As a student, graduate or instructor of RainbowLight Yoga School, you will demonstrate and promote a responsible lifestyle and professional conduct. At all times, your conduct as an exercise professional and personal behaviour should be proper, and you should responsibly demonstrate:

- a high standard of professional conduct appropriate to your dealings with all your client groups that meets the image and expectations we aim to maintain for the role of an exercise professional working in the fitness and wellness industry
- an understanding of your legal responsibilities and accountability when dealing with the public, and awareness of the need for honesty and accuracy in substantiating your claims of authenticity when promoting your services to the public
- a duty of care to be aware of your working environment and able to deal with all reasonably foreseeable accidents and emergencies, protecting yourself, your colleagues and your clients
- that you are a positive role model, maintaining control, respect and dignity for all involved in your profession
- an image of health and well-being, delivering effective sessions to your clients.

## PROFESSIONAL STANDARDS

As a student, graduate or instructor of RainbowLight Yoga School, you will seek to adopt the highest level of professional standards in your work and the development of your career. You should commit to ongoing training while achieving appropriate qualifications as an exercise professional to responsibly demonstrate:

- that you are engaged in actively seeking to update your knowledge and improve your professional skills to ensure your service is always of a high standard Principle
- your willingness to accept responsibility and be accountable for your professional decisions or actions
- that you welcome evaluation of your work, and recognise the need, when appropriate, to refer to another professional specialist
- a personal responsibility to maintain your own effectiveness and only practise activities for which your training and competence are recognised

## SAFE WORKING PRACTICES

As a student, graduate or instructor of RainbowLight Yoga School, you should thoroughly prepare for all activities, ensuring the safety of your clients is a priority. You should maintain a safe exercise environment for all your clients at all times, and demonstrate:

- a responsible attitude to the care and safety of your clients within the class environment and in planned activities, ensuring both are appropriate to the needs of your clients
- an appropriate ratio of instructors to clients within any group sessions to ensure that, at all times, the safety of all clients is paramount
- that you have systematically prepared all your clients for the activity in terms of safety, including the safe use of equipment.

## CONCLUSION

As a student, graduate or instructor of RainbowLight Yoga School,, you should proactively champion ethical behaviour. Our Code defines good practice for you as a professional in the fitness and wellness industry by reflecting the core values of rights, relationships, responsibilities, standards and safety. It will support you in looking to recognise and resolve ethical issues and conflicts, and it sets out the key principles that you should adhere to as a professional to ensure an ethical and professional approach to your work. Ethical reflection is an

essential part of everyday practice. Our Code cannot contain all the answers to the ethical issues that you will face as an exercise professional. Some actions that constitute a breach of the Code will be more clearly distinguishable than others. However, in all cases, you should conduct a process of careful reflection, reasoning and consultation with others, as well as consulting further detailed guidance on key areas of practice.