Professionalism and Aggressive Policy

At Stride 360, our mentors are held to the highest standards of conduct and professionalism when working with young people. The safety, wellbeing, and positive development of each student are our top priorities. This policy sets forth non-negotiable expectations and guidelines to ensure that every interaction adheres to our core values of respect, integrity, and safety.

1. Commitment to Professional Boundaries

- **No Tolerance for Misconduct:** Any form of inappropriate behaviour—verbal, physical, emotional, or otherwise—toward young people is strictly prohibited and will result in immediate disciplinary action.
- **Clear Boundaries:** Mentors are required to maintain clear, professional boundaries with students at all times. Personal relationships, including those that might appear friendly or overly familiar, are strictly prohibited outside of the professional context.
- **Communication Standards:** All communication with students must be professional, respectful, and limited to mentoring purposes. This includes avoiding the use of personal devices or non-work-related social media platforms to communicate with students.

2. Safeguarding and Incident Reporting

- **Immediate Reporting of Concerns:** Any concern regarding a young person's safety or well-being, including suspicion of abuse or neglect, must be reported immediately to Stride 360's Designated Safeguarding Lead.
- **Duty to Act:** Failure to report a concern or delay in doing so will lead to serious consequences, including termination of employment.
- **Transparency:** All concerns or incidents are to be documented immediately with full transparency, including dates, times, and involved individuals, to ensure the protection of both the mentor and the young person.

3. Physical Interaction Policy

- **Strict Limitations on Physical Contact:** Physical interaction is only permitted when necessary and must be appropriate to the setting and context (e.g., first aid in emergencies).
- **Clear Consent Required:** If a situation necessitates physical support (e.g., sports coaching), mentors must seek clear verbal consent from the young person and explain the purpose of the interaction.
- **Disciplinary Action for Inappropriate Contact:** Any physical contact deemed unnecessary or inappropriate will be thoroughly investigated and may lead to termination and legal action if warranted.

4. Transparency and Accountability in Mentoring Sessions

- **Session Documentation:** Mentors are required to maintain accurate, detailed records of each session, including topics discussed, duration, and any notable interactions or observations.
- **Parental and Guardian Transparency:** Parents or guardians will be informed about the objectives and content of the mentoring program. Regular feedback will be provided to ensure transparency and open communication regarding the young person's progress.

5. Behavioral Expectations and Conflict Management

- **Professionalism Under Pressure:** Mentors must demonstrate patience, respect, and a calm demeanour in all interactions, even in challenging situations. Losing temper or using inappropriate language is strictly forbidden.
- **Non-Punitive Approach:** Mentors are expected to use constructive strategies for behaviour management. Any form of punitive or coercive behaviour, including yelling, shaming, or physical handling, is forbidden.
- **Conflict Resolution:** Mentors must immediately report any conflict with a student to the supervisor, ensuring a professional response that prioritises the student's welfare.

6. Code of Conduct and Mandatory Training

- **Mandatory Training Compliance:** Mentors must complete safeguarding, behavioural management, and professional boundaries training as a condition of employment. Refresher training will be conducted annually, and participation is mandatory.
- **Adherence to Code of Conduct:** All mentors must read, understand, and adhere to Stride 360's Code of Conduct and Safeguarding Policy. Violations will result in immediate disciplinary actions, which may include termination and/or reporting to relevant authorities.
- **Zero Tolerance Policy for Violations:** Any breach of this policy, no matter how minor, will be addressed with urgency. Depending on the severity, disciplinary actions range from warnings to immediate dismissal, and potentially legal action.

This policy was adopted by Stride 360	Date: 30/10/24
To be reviewed by: 30/10/25	Written by: Simone Lyons
Reviewed on: 13/10/25 by Simone Lyons	Next Review Date: 13/10/27