KYRIA CODE OF CONDUCT (2026)

(To be read in conjunction with the Safeguarding Policy, Safeguarding Procedures and Team Declaration)

1. PURPOSE

This Code of Conduct sets out the behavioural expectations for all staff, trustees, volunteers, and partners of Kyria Network.

It upholds the principles and practices outlined in the Safeguarding Policy (s2–s6) and Safeguarding Procedures (s3–s5), ensuring that Kyria operates as a safe, respectful, and accountable organisation.

This code should also be read in conjunction with the Kyria Team Declaration regarding the four foundations of healthy leadership. Safeguarding is central to Kyria's mission - Healthy leadership is also safe leadership.

2. SCOPE

This Code applies to all Kyria representatives in every setting — physical, digital, and relational.

It covers conduct within Kyria activities, external engagements, and any context where individuals act on behalf of Kyria Network.

3. BIBLICAL IMPERATIVE FOR CARE AND PROTECTION

Kyria Network's safeguarding ethos is rooted in Scripture and the character of God. Throughout the Bible, God reveals His heart for justice, compassion, and protection of the vulnerable (Psalm 82:3–4; Isaiah 1:17; Micah 6:8; Luke 4:18).

Jesus modelled care for the marginalised and commanded His followers to love one another (John 13:34–35). Therefore, Kyria leaders commit to:

- Care for Others – Demonstrate Christ-like compassion, listening and responding with love, empathy and respect.

- Uphold Dignity – Recognise every person as made in the image of God (Genesis1:27), deserving respect, equality and dignity.
- Protect the Vulnerable – Actively safeguard those at risk, ensuring that Kyria's spaces reflect God's justice and mercy. This biblical foundation informs every safeguarding decision and underpins Kyria's commitment to empowerment

4. SAFEGUARDING RESPONSIBILITIES

4.1 All representatives must read, understand, and comply with the Safeguarding Policy and Safeguarding Procedures.

4.2 Concerns or disclosures must be reported immediately to the Designated Safeguarding Lead (DSL) or deputy, following Safeguarding Procedures s4 and s5.

3. No individual should investigate concerns independently; all matters must follow the prescribed reporting and escalation process.

4. Confidentiality must be maintained, except where disclosure is required to protect someone from harm.

5. All team members must complete safeguarding training and refreshers as required by Safeguarding Policy s7.2.

5. BEHAVIOURAL STANDARDS

1. Respect and Dignity – Treat all individuals with kindness, patience, and equality, recognising the image of God in every person.
2. Integrity and Accountability – Act honestly and transparently; avoid conflicts of interest and misuse of position or information.
3. Professional Boundaries – Maintain appropriate boundaries in mentoring, coaching, and pastoral relationships, as defined in Safeguarding Policy s6.
4. Confidentiality – Handle sensitive information responsibly, sharing only as required by safeguarding or legal obligations.
5. Digital Conduct – Use social media and digital platforms ethically, ensuring posts and communications reflect Kyria's safeguarding values.
6. Equality and Inclusion – Reject discrimination, harassment, and abuse in all forms; promote diversity and representation across ethnicity, age, and gender.
7. Zero Tolerance for Harm – Any form of abuse, exploitation, intimidation, or neglect is strictly prohibited and will be addressed under Safeguarding Procedures s5.

6. REPORTING AND RESPONSE

6.1. All safeguarding concerns must be reported promptly using the channels defined in Safeguarding Procedures s4 and s5.

6.2. Failure to report safeguarding concerns constitutes a breach of this Code and may result in disciplinary action.

7. Accountability and Consequences

7.1 Breaches of this Code will be investigated under Kyria's internal governance procedures and may lead to disciplinary measures, termination of role, or external referral.

7.2 Serious misconduct, including safeguarding failures, will be escalated in line with Safeguarding Procedures s5.

7.3 All representatives are expected to cooperate fully with safeguarding investigations and reviews.

8. REVIEW AND CONTINUOUS IMPROVEMENT

8.1 This Code of Conduct will be reviewed annually alongside the Safeguarding Policy and Safeguarding Procedures to ensure continued compliance with best practice and legal standards.

8.2 Feedback and learning from practice will inform updates to this Code to ensure it reflects the values, ethos and commitments of Kyria Network.

9. Affirmation

By serving within Kyria Network, all staff, trustees, volunteers, and partners affirm their commitment to uphold this Code of Conduct and the safeguarding principles it embodies.

DECLARATION: I confirm that I have read and understood the above code and commit to upholding it to the best of my ability.	
Name:	
Signature:	
Date:	