



## **CODE OF CONDUCT**

### **COMMUNITY STANDARDS**

Startup Sherpas has a code of conduct for Sherpees (the young people on its programmes), Community Sherpas, parents and ourselves which you can read about in our Code of Conduct. We ask that you hold yourself and other participants to these standards.

If you see behaviour that goes against these standards, let us know at [hello@startupsherpas.org](mailto:hello@startupsherpas.org). Please assume the best intentions in others when something goes wrong and share feedback in a constructive way.

### **STARTUP SHERPA VALUES**

Startup Sherpas provides objective, secular, and age-appropriate content. In addition we promote equality and embrace the individuality of our Sherpees so that they benefit as fully as possible from the support they receive. We aim to create a community that respects and supports each other.

If you find content that does not adhere to these values let us know at [hello@startupsherpas.org](mailto:hello@startupsherpas.org).

### **OUR TEAM**

Head Sherpas and Founders - Hugo Pickford Wardle, Dan Roe, Kathy Walker

Chief Learning and Safe Guarding Officer - Helen Roe

### **HAPPINESS**

It's important to us that everyone has a positive experience learning with Startup Sherpas. If you're dissatisfied, we'll find a way to make it right.

## **CODE OF CONDUCT**

We all work to a common goal of respecting each other.

We will all aim to develop respectful, caring and professional relationships.

We will all demonstrate fairness in the treatment of each other..

We will all take responsibility for our own actions and behaviour, and aim to avoid any conduct which would lead any reasonable person to question their motivation and intentions

We will all treat each other with dignity, building relationships rooted in mutual respect.

Show tolerance of and respect for the rights of others

Act appropriately towards each other whatever their socio-economic background, age, gender, sexual orientation, disability, race, religion or belief

## **GETTING HELP**

If you have questions or a Safeguarding concern you can send a message to [safeguarding@startupsherpas.org](mailto:safeguarding@startupsherpas.org).

H. Roe January 2025

Review: January 2026