



POLICIES & PROCEDURES

Pyramid of Arts

Professional Boundaries Policy

This policy should be read in conjunction with our policies on Safeguarding Children and Safeguarding Vulnerable Adults, with particular reference to Part 2: Preventing Abuse.

Definitions:

Worker - anyone employed by Pyramid of Arts i.e. staff, core workers, artists and volunteers.

Professional boundaries – understanding one’s role and responsibilities, and ensuring interactions with children and vulnerable adults are effective and appropriate.

Personal boundaries – individual limits on what behaviour we find acceptable from others, which we establish to protect ourselves, both emotionally and physically.

Pyramid of Arts recognises its responsibility to provide a safe space for everyone involved in its activities. Workers are responsible for establishing and maintaining appropriate professional boundaries in order to protect everyone who takes part.

Activities should provide opportunities for members to develop life skills which encourage the development of clear personal boundaries. For example, opportunities for assertiveness, making choices, developing self-esteem and forming positive relationships within sessions.

Physical contact

You must ensure that physical contact is not exploitative and is not open to misunderstanding. Everyone must be encouraged to communicate what they find acceptable and unacceptable in the way they are approached by others in the group.

Always ask and get permission before making physical contact with someone.

Conversation

Avoid asking personal questions, or sharing personal information about yourself. For example, where you live, or details of your personal relationships.

Phones, emails and social media

We do not recommend sharing your personal contact information or connecting with others in your group on social media. Doing so blurs boundaries and can cause confusion.

Training

Discussions and exercises around professional roles and responsibilities are included in all stages of our internal training programme.

Group conduct guidelines

Each group is encouraged to produce its own set of ground rules as a starting point for recognising and understanding professional and personal boundaries. This document should be used as a reference when anyone oversteps a boundary, as a learning point for the group.