



Cirk Hes Ltd

Code of Conduct

Some circus activities may require group or partner work, and or other close contact, e.g. 'Spotting'. Spotting means physically guarding another's safety, and might require a helping, or guarding hand or hold. Our instructors will ALWAYS demonstrate how these things should be done, they will explain why it is done, and they will ALWAYS ask for your consent to do so, before the skill needing the spot, or the partner or group work is attempted with you, by you.

Sometimes more than one spotter may be needed, only participants assessed as able and aware of assisting, or other instructors will do this.

Our instructors will also ensure your safety with use of safety equipment such as crash mats, acrobatic lunging harnesses and safety lines of various types – dependent on the skill being learned, or the apparatus and height at which participants are working. Again if participants cannot assist themselves to correctly put on any harnessing, our instructors will explain what they need to do to aid this process with a participant, and obtain the necessary consent before doing so.

Other ways everyone's safety is protected during our activities, in house, off site, or in collaboration with other organisations are as follows:

Properly rated, in service equipment and safety gear – Aerial apparatus and rigging fitted, and checked to comply with LOLER and live load regulations.

Our instructors hold enhanced DBS, or are waiting to have an application processed. They also either have their own Public Liability Insurance or are covered by our Employer's Liability Insurance, whilst working for us. Volunteers, participants, spectators etc are also covered for our activities on and off site. Our instructors do not work alone with vulnerable young people and adults, and our training space is open plan. We also ensure that enough instructors are available in session to keep the number of participants taking part suitably monitored and guided.

Please return to: The Cirk Hes Project, F8 Helston Business Park, Clodgy Lane, Helston, TR138FZ
or email to info.cirkhes@gmail.com - Registered Charity Number 1106043 – Registered Company # 0484997



Our instructors will ensure that working groups or partnerships are created within appropriate age (and where applicable gender) boundaries. This is vital as our 16+ sessions may be jointly attended by teens and adults. Adults will always be partnered or grouped with other adults, or teens with teens. Again they will guide, demonstrate and explain the correct hows and whys during partner and group activity, in order to promote a culture of good/professional working practice, prevent injury and incidents, and to ensure respect for every participant's and every instructor's, or performer's boundaries. A culture in which all feel comfortable and able to ask for, to give or to deny their consent. A culture in which all involved have a clear sense of appropriate behaviour, and are mindful of their safety, and others before, during and after our activities.

It's important that everyone learning, training, instructing, working or performing with us and for us is respected, kept safe, and made fully aware of what they and us must do to achieve this. What we expect of them and what they should expect of us.

You must read this 'Code of Conduct', or have it read or explained to you by your parent, guardian or carer, or session chaperone, in a way you understand. Before you or anyone on your behalf, signing our consent form). As a parent,/guardian/carer reading our code and signing our consent form, **also means that YOU agree** to be mindful, and adhere to our instructors guidance and demonstrations. We ensure that all in house are supported to help us achieve a strong culture of good working practice, this help us maintain an excellent safeguarding record.

It also ensures we are providing the necessary support to all involved in our activities for them to have a clear understanding of our expectations of everyone re appropriate and safe conduct,. Also ensuring everyone is clear on what our responsibilities, and their responsibilities are when taking part/getting involved with our activities. That all have the support needed to understand what is required of them, and the support to be empowered to voice their needs and assert their boundaries.

If you have any concerns about our conduct and our activities in session please contact our charity manager in the first instance nome.cirk.hes@gmail.com

Cirk Hes Ltd staff reserve the right to end yours or the person in your cares participation in session if your/their actions contravene our code or the Health & Safety Legislation governing our operations.

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