



Dru Professional Network

Professional Code of Conduct

DRU YOGA STUDENT TEACHERS

Effective from: 1 April 2020

Replaces all previous documents relating to professional conduct

Dru Professional Network (Dru Yoga Student Teachers) Professional Code of Conduct April 2020

Abbreviations used in this document

CPD	Continuous Professional Development
DYTTC	Dru Yoga Teacher Training Course
DPN	Dru Professional Network
DPN(Y)	Member of the DPN who is either a Graduate of the DYTTC or who has passed their interim assessment as a Student Teacher of Dru Yoga.
Dru Yoga	The type of yoga taught by Dru (UK) as described in the book, Stillness in Motion.
Dru (UK)	The company Dru UK Ltd
EBR	Energy Block Release

Introduction

Dru (UK) asserts its intellectual right as the creator and provider of the Dru Yoga Teacher Training Course (DYTTC).

The Dru Professional Network (DPN) is the professional body for fully qualified teachers and student teachers of Dru Yoga.

This Professional Code of Conduct applies to Dru Yoga student teachers.

Students of the DYTTC who have passed their interim assessment and have joined the Dru Professional Network may call themselves 'Registered Dru Yoga student teachers' referred to in this Professional Code of Conduct as 'Dru Yoga student teachers'

As a result, only Student Teacher Members of the DPN who have passed their interim assessment from the DYTTC may call themselves 'Dru Yoga Student Teachers'.

Dru Yoga student teachers are eligible to receive the benefits and support that membership of the DPN brings. Dru Yoga student teachers may use the abbreviation DPN(Y) after their name to denote DPN Membership.

The conduct of a Dru Yoga student teacher may affect not only an individual student, but also the reputation or standing of the profession. It is therefore important that Dru Yoga student teachers uphold the following standards of ethical and professional conduct.

Dru Yoga student teachers must work within the legal framework of their country of residence. This code does not address in detail the range of general obligations that apply to teachers such as those under privacy, child protection and anti-discrimination legislation. Dru Yoga student teachers should ensure that they are aware of their obligations under the general law and other legislation and act in accordance with them.

Dru Professional Network

Dru UK Ltd. Reg. Office, Nant Ffrancon, Bethesda, Bangor, LL57 3LX, North Wales, UK.
Tel: +44(0)1248 602900 Email: info@drunetwork.com
A Private Limited Company, Reg. No 2273970

Dru Professional Network (Dru Yoga Student Teachers) Professional Code of Conduct April 2020

1. Scope of Practice

Only Dru Yoga student teachers who have passed their interim assessment and joined the DPN as Dru Yoga student teachers may teach Dru Yoga classes. Dru Yoga student teachers may only teach content from the first four course manuals, or as directed by their course tutors, until they become fully qualified. They must hold appropriate professional liability insurance cover for that practice. Dru Yoga student teachers may teach Dru Yoga classes to groups or individuals. They may not teach workshops, seminars or retreats in Dru Yoga.

2. Professional Indemnity Insurance

It is the responsibility of individual Dru Yoga student teachers to arrange Professional Indemnity insurance. Where possible the DPN will endeavour to arrange competitive pricing deals with different insurance providers for its members. The DPN will not accept liability for any claims or losses arising from any of the Dru Yoga activities of any of its members.

3. Duty of Care

Duty of Care is enforceable in the civil courts in actions of negligence. Dru Yoga teachers have a duty to act with reasonable skill, care and competence. Dru Yoga teachers also have a responsibility to take all reasonable steps to ensure the safety and wellbeing of their yoga students. Any active negligence may result in termination of membership (see sections 14 – 17 of this document). Neither Dru (UK) nor the DPN and its Governing Board will accept or assume any liability resulting from an act of negligence of DPN members.

4. Confidentiality

Dru Yoga student teachers shall abide by professional standards of confidentiality with respect to information shared with them by their students, and they shall abide by the Data Protection Act of 2018 (GDPR) and any other relevant data privacy legislation.

5. Equality and Diversity

The DPN is committed to the promotion of equality and diversity and requires all Dru Yoga student teachers to teach without prejudice towards all students regardless of their age, disability, marital status, race, colour, ethnicity, nationality, religion or belief, gender, gender identity, transgender, sexual orientation or socio economic status.

6. Differentiation and Disability

Dru Yoga student teachers are trained to plan for differentiation within their classes and are expected to teach to a group with a diverse range of abilities. Dru Yoga student teachers are required to make a provision for students with disabilities in accordance with the Equality Act 2010 and make reasonable adjustments where necessary.

7. Professional Boundaries

Professional boundaries are integral to a good teacher-student relationship. These boundaries refer to the clear separation that should exist between professional

Dru Professional Network

Dru UK Ltd. Reg. Office, Nant Ffrancon, Bethesda, Bangor, LL57 3LX, North Wales, UK.

Tel: +44(0)1248 602900 Email: info@drunetwork.com

A Private Limited Company, Reg. No 2273970

Dru Professional Network (Dru Yoga Student Teachers) Professional Code of Conduct April 2020

conduct and a teacher's personal views and feelings that are not relevant to the teacher-student relationship.

Professional boundaries promote good teaching practice and protect both parties. Good practice involves:

- a) Maintaining professional boundaries and objectivity with students
- b) Never using a professional position to establish or pursue a sexual, exploitative or inappropriate relationship with a student
- c) Avoiding the expression of personal beliefs to students in ways that exploit their vulnerability or is likely to cause them distress

8. Personal and Professional Standards

Dru Yoga student teachers adhere at all times to personal and professional standards of conduct, which reflect credit on Dru Yoga, the DPN, and Dru (UK). Dru Yoga student teachers act in a manner that maintains the standard of the profession by:

- a) using only titles that correctly describe their professional status
- b) applying fair, honest and reasonable business principles and not bringing discredit to the profession by fraud, forgery, theft or dishonesty
- c) acting in the best interest of students when teaching, making referrals, or arranging tuition or other care
- d) diagnosing medically only if qualified to do so
- e) informing students when introducing non-Dru Yoga practices or techniques
- f) refraining from teaching or attempting to teach whilst under the influence of alcohol or drugs, or affected by serious illness
- g) not denigrating professional colleagues
- h) respecting the policies, skills, practices and responsibilities of other professions, institutions and organisations that constitute their working environment
- i) maintaining clear and accurate attendance records

9. Contents of a Dru Yoga class

The aim of a Dru Yoga class or seminar is to give students an experience of Dru Yoga as described in the book 'Dru Yoga: Stillness in Motion' under the section 'Specifically Dru'.

A Dru Yoga class or seminar contains the following core elements:

1. Activations
2. An Energy Block Release (EBR) sequence
3. A Dru yoga sequence or postures (this could include EBRs)
4. A Deep Relaxation

In addition to the above, a Dru Yoga lesson may also include basic techniques of pranayama and meditation as taught in the DYTTC. Dru Yoga student teachers may

Dru Professional Network

Dru UK Ltd. Reg. Office, Nant Ffrancon, Bethesda, Bangor, LL57 3LX, North Wales, UK.

Tel: +44(0)1248 602900 Email: info@drunetwork.com

A Private Limited Company, Reg. No 2273970

Dru Professional Network (Dru Yoga Student Teachers) Professional Code of Conduct April 2020

only teach content from the first four course manuals, or as directed by their course tutors, until they become fully qualified.

Dru Yoga student teachers may teach online provided that:

1. They teach to a closed group by invitation only
2. The class is not recorded in any way
3. The class members are aware that the class is being taught by a Dru Yoga student teacher

10. Advertising and Media Publicity

Dru Yoga student teachers shall ensure that advertising in respect of their professional activities is accurate and conforms to The British Code of Advertising, Sales Promotion and Direct Marketing, which can be viewed on www.asa.org.uk.

11. Use of the Trade-marked Term Dru Yoga

- 11.1. Dru Yoga student teachers have permission to use the term Dru Yoga to describe and promote any of their Dru Yoga lessons and personal consultations. They must use the 'Dru Yoga Student Teacher' logo and no other Dru logos for these purposes. Dru Yoga student teachers may use the term 'Dru Yoga' in their company names, website names, and e-mail addresses for as long as they are members of the DPN.
- 11.2. Any person who is not a member of the DPN needs written permission from Dru (UK) to use the trade-marked term Dru Yoga. This applies to logos, company names, websites, email addresses and other marketing material.
- 11.3. Only qualified Dru Yoga teachers may produce saleable products (eg book, CD, DVD online resource etc) using the term Dru Yoga.
- 11.4. Only qualified Dru Yoga teachers may produce free online resources using the term Dru Yoga.
- 11.5. Any use of the term Dru Yoga must not create the impression of representing the Dru Professional Network, Dru (UK), Dru (UK) trainers or Dru (UK) events.

12. Websites

Dru Yoga student teacher members of the DPN are encouraged to create professional websites with their own photographs to promote their yoga business. They may use text from publically accessible pages within druyoga.com or druyoga.com/professional-network to describe Dru Yoga or associated activities, provided that an active link is established to the Dru website where the text was originally found.

Dru Yoga student teacher members may use Dru photographs only from the selection of Student Dru yoga class posters located on the website: druyoga.com/professional-network/student-dru-yoga-teacher-posters-and-logo and no other Dru photographs for these purposes

13. Governing Board

Dru Professional Network

Dru UK Ltd. Reg. Office, Nant Ffrancon, Bethesda, Bangor, LL57 3LX, North Wales, UK.

Tel: +44(0)1248 602900 Email: info@drunetwork.com

A Private Limited Company, Reg. No 2273970

Dru Professional Network (Dru Yoga Student Teachers) Professional Code of Conduct April 2020

The DPN is directed by a Governing Board made up of directors of Dru (UK) and appointed senior Dru Yoga teacher trainers.

14. Complaints Procedure for Matters Pertaining to the DPN

This clause applies in the event of a complaint about the conduct of a Dru Yoga student teacher Member of the DPN.

Complaints must be provided in writing to the DPN, with the sender's name and full address and telephone numbers. Thereafter, the DPN's Governing Board may, at its own discretion, discuss the complaint with any Dru Yoga student teachers involved.

In the event that the Governing Board decides to terminate a Dru Yoga student teacher's membership of the DPN, the teacher will be informed of the decision. The student teacher may make an appeal to the Governing Board within one month requesting reinstatement of their DPN membership. Decisions about the reinstatement made by the Governing Board will be final.

15. Disclaimer

Dru (UK) is the implementing organisation of the DPN and the Dru Yoga Teacher Training Course. Neither Dru (UK) nor the DPN and its Governing Board accept or assume any liability resulting from the activities of DPN members.

16. Renewal of Membership

Student teachers may only renew their membership once after completing their DYTTC course to allow them to submit their written assignments and pass their final assessment.

17. Termination of Membership

Membership of the DPN will be terminated when:

- a) membership fees are not paid
- b) the Governing Board, after a reasonable investigation, finds that a member of the DPN is in breach of any clause in this document.

Members of the DPN may end their membership by giving one month's notice. The remaining subscription, after that month, will be refunded.

When membership is terminated, members are no longer entitled to receive membership benefits.

18. Amendments

Dru (UK) reserves the right to make amendments to the structure, costs and administration of the DPN without notice. Changes affecting membership will be communicated to all members of the DPN.

**Please keep one copy of this
Code of Conduct for your records**

Dru Professional Network

Dru UK Ltd. Reg. Office, Nant Ffrancon, Bethesda, Bangor, LL57 3LX, North Wales, UK.

Tel: +44(0)1248 602900 Email: info@drunetwork.com

A Private Limited Company, Reg. No 2273970

**Dru Professional Network (Dru Yoga Student Teachers)
Professional Code of Conduct April 2020**

Dru Professional Network

Dru UK Ltd. Reg. Office, Nant Ffrancon, Bethesda, Bangor, LL57 3LX, North Wales, UK.

Tel: +44(0)1248 602900 Email: info@drunetwork.com

A Private Limited Company, Reg. No 2273970