

# Ethical Policy (UK)

**Document title:** Ethical Policy

**Version:** 1.0

**Approved by:** Dean Seddon

**Approval date:** 2<sup>nd</sup> January 2026

**Review date:** 2<sup>nd</sup> January 2027

---

## 1. Purpose

This Ethical Policy sets out the principles and standards that guide our behaviour, decision-making, and conduct. We are committed to acting responsibly, lawfully, and with integrity in all our activities.

## 2. Scope

This policy applies to all:

- Employees
- Volunteers
- Contractors
- Partners
- Directors or trustees

It covers all activities carried out on behalf of the organisation within the United Kingdom.

## 3. Legal and Regulatory Compliance

We comply with all relevant UK legislation and regulatory requirements, including but not limited to:

- Equality Act 2010
- Data Protection Act 2018 and UK GDPR
- Health and Safety at Work Act 1974
- Human Rights Act 1998
- Safeguarding legislation and guidance

Compliance with the law is the minimum standard; we aim to exceed it wherever possible.

## 4. Integrity and Honesty

We act with honesty, transparency, and accountability in all our dealings. We do not engage in fraud, corruption, bribery, or misleading practices. Conflicts of interest must be declared and managed appropriately.

## 5. Equality, Diversity, and Inclusion

We are committed to fairness and equality of opportunity. Discrimination, harassment, or victimisation based on protected characteristics or any other status will not be tolerated. We promote an inclusive environment where everyone is treated with dignity and respect.

## 6. Respect and Professional Conduct

All individuals must be treated with courtesy and respect. Bullying, intimidation, abuse, or inappropriate behaviour is unacceptable. Professional boundaries must be maintained at all times.

## 7. Safeguarding

We are committed to safeguarding children, young people, and vulnerable adults. Any concerns about harm, abuse, or neglect must be reported promptly in line with safeguarding procedures.

## 8. Privacy and Confidentiality

We respect the privacy of individuals and handle personal data responsibly and securely. Information is collected and used only for legitimate purposes and in accordance with data protection laws.

## 9. Social and Environmental Responsibility

We aim to minimise harm and consider the social, ethical, and environmental impact of our actions. We encourage responsible use of resources and ethical decision-making.

## 10. Speaking Up and Whistleblowing

We encourage individuals to raise concerns about unethical, illegal, or improper conduct without fear of retaliation. Concerns will be taken seriously and handled confidentially where possible.

## 11. Breaches of This Policy

Breaches of this policy may result in disciplinary action, termination of engagement, or referral to relevant authorities where appropriate.

## 12. Review

This policy will be reviewed regularly to ensure it remains current, effective, and aligned with UK law and best practice.

Signed..... 

Position..... 