

Tools for Self Reliance Ethical Policy Statement

Tools for Self Reliance applies its values through the ethical standards of behaviour outlined in this statement.

Our Mission

Tools for Self Reliance supports people to learn the skills and knowledge they need to build resilient livelihoods and thriving communities.

Our Core Values

We seek to express ourselves with humility and empathy, valuing equality and justice, being good stewards of our environment and seeking partnerships based on trust and respect.

Above all we care about our work, the people who work, volunteer and donate to us and the people we empower.

Context:

We actively seek opportunities to work together with NGOs donors, volunteers and others to achieve common objectives. We also actively involve our employees, volunteers and membership in the expression and application of our values.

Our ethical statement ensures that our core values are reflected in everything we do.

Transparency:

Tools for Self Reliance will share this statement with stakeholders and organisations we work in partnership with.

Ethical Standards:

1. As a minimum, we will comply with all legal requirements of any country in which we are organised or working including such areas as safeguarding, incorporation, funding, equal opportunities, health and safety, responsible care. Where our own standards exceed those required by law we will apply our more stringent standards.
2. We have a responsibility to act in the best interests of Tools for Self Reliance, and to consider these responsibilities in the context of our fundraising activities. We set out how we do this in our Fundraising Complaints Policy, our Acceptance and Refusal of Donations Policy and the International Statement of Ethical Principles in Fundraising, which we have adopted to guide our activities.

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Review date		Approved by Board	
Effective from		Next review date	

Ethical Standards:

3. We apply a strict anti-bribery and corruption policy in accordance with the Bribery Act 2010
4. We value diversity, recognising and being committed to meet or exceed our legal obligations under all relevant legislation and codes of practice. We believe that people from different backgrounds can bring fresh ideas, thinking and approaches which make the way work is undertaken more effective and efficient.

We will not tolerate direct or indirect discrimination against any person on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation.

5. We believe that the working environment should at all times be supportive of the dignity and respect of individuals.

We will not tolerate bullying or abuse and actively encourage all employees, volunteers and partners to report any concerns that they may have with regards to safeguarding issues. Our Safeguarding Policy is available on request.

This is the Ethical Policy of Tools for Self Reliance at Netley Marsh, Southampton.

It does not apply to Tools for Self Reliance support groups around the UK, nor to affiliated organisations such as Tools for Self Reliance Cymru, Tools for Self Reliance Milton Keynes, and Tools for Self Reliance Northampton who are responsible for their own activities.

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