

REACH ETHICAL PRINCIPLES

These four principles apply to everyone who works for Reach (staff and contractors) or who volunteers to support the charity (trustees, branch coordinators and other volunteers).

BENEFICIARIES COME FIRST

We carry out our work for the public benefit.

The interests of our beneficiaries - children with upper limb differences - must be at the heart of everything we do within Reach.

We will prioritise the interests of our beneficiaries, regardless of whether this might have a negative impact on the reputation or operation of the charity or its leadership.

We listen to the view of our beneficiaries and their families, and take these into account in deciding how the charity operates.

Equality & Diversity policy

RIGHT TO BE SAFE

Everyone who volunteers with, works for or comes into contact with Reach should be treated with dignity and respect, and feel that they are in a safe and supportive environment.

We support the reporting and resolution of allegations, suspicions or concerns about abuse of any kind or inappropriate behaviour.

Everyone working or volunteering for Reach will receive training to support them in meeting their responsibilities.

Safeguarding policy

Safeguarding procedures

Social media policy

Grievance procedure

RAW Code of Conduct

INTEGRITY

Everyone who works or volunteers for Reach should uphold the highest level of integrity and personal conduct at all times.

We ensure our Board decisions are robust, defensible and free from conflicts of interest.

We manage and account for our resources in line with the requirements of the Companies Act and the charity regulators.

We will avoid entering contracts or partnerships with any organisations or individuals whose ethical values are not consistent with ours.

Where possible, we will apply the same standards in relation to accepting donations.

We aim to make responsible use of our resources, adopt sustainable working practices and to promote environmental responsibility wherever appropriate.

Articles of Association

Codes of Conduct x3

Conflict of Interest policy

Donations acceptance policy

OPENNESS

We don't cover things up. We welcome enquiries from members about the way we do things and have a presumption of openness and transparency in responding to these.

We comply with all relevant legal and regulatory requirements for transparency.

We circulate our annual report and accounts to all members.

Complaints procedure

Whistleblowing policy