



Code of Conduct

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Policy Owner : Phil Tunstall, Managing Director
phil@stand.ngo ; +44 7443593910 (phone / whatsapp)

STAND | Registered Charity 1158697

This Code of Conduct has been crafted to mirror the core values of STAND, taking into account the various power dynamics inherent in our work both domestically and internationally. It is expected that all STAND 'Team Members' - which consist of; staff, volunteers, project partners, trustees, grantees, and contractors adhere to the principles laid out in this Code of Conduct. Upon initiating a new partnership, we require our prospective partners to agree to and sign this Code of Conduct, in addition to other important STAND policies and documents. This ensures the values encapsulated in the Code are consistently upheld in their activities. A visual representation of our organisational values can be found on the final page of this agreement.

1) Principles

1.1 Inclusivity and Non-Discrimination: Upholding a commitment to 'no decision about me without me', STAND works inclusively with all stakeholders. We adopt a zero-tolerance approach towards discrimination based on race, gender, sexuality, ability, religion, or age for all beneficiaries, staff, and volunteers.

1.2 Culture of Kindness and Respect: All team members commit to maintaining a culture of kindness, inclusivity, and respect. They will actively challenge discriminatory behaviour, promote good practice, and contribute to positive change. Team members will strive to foster an inclusive and welcoming environment that respects the mental and physical well-being of all individuals.

1.3 Professional Relationships and Communication: All relationships, be it with beneficiaries or within the team, are strictly professional. This includes sharing information based on informed consent, seeking local assistance for language translation when required, and maintaining professional language and behaviour at all times.

1.4 Active Collaboration and Support: As an organisation with diverse partners we uphold high standards in all collaborations. This includes providing necessary assistance and training to all team members, including partners and local staff, and going out of our way to include others in team interactions.

1.5 Risk Management and Transparent Reporting: Thorough risk assessment and management strategies are employed, and reporting mechanisms are clearly communicated. Whistleblowers are protected in line with our Whistleblowing Policy.

1.6 Feedback and Respect for Cultural Differences: Generosity in both giving and accepting feedback is valued. Staff and volunteers are expected to respect cultural differences, understanding that what may be acceptable to one person may not be acceptable to another.

1.7 Continual Staff Training and Managing Expectations: Regular training on safeguarding and understanding responsibilities, cultural boundaries, and the scope and limitations of our work, is provided to all team members where necessary.

These principles foster a respectful, inclusive, and professional working environment at STAND, guiding our conduct within and in our external collaborations.

2) Reporting

2.1 Reporting Mechanisms: It's crucial to establish effective reporting channels for all team members, and that all team members commit to reporting concerns and abuses. The necessary links for reporting can be readily accessed via the footer of the STAND website. Please ensure you're familiar with them:

- [Safeguarding](#)
- [Whistleblowing](#)
- [Feedback / Complaints](#)

2.2. Distributing reporting processes: Every team member plays a vital role in spreading information about our reporting process, ensuring that it's easy to understand. Additionally, it's up to the directors of STAND to keep our policies and reporting procedures up-to-date and effective.

3) Communication and Media Ethics

3.1 Dignified Representation: We are committed to portraying individuals and nations positively, resisting the use of distressing images solely for the "shock factor". We aim to challenge colonialist and paternalistic attitudes through responsible representation.

3.2 Inclusive Media: Our media seeks to reflect a broad spectrum of ethnicities, promoting diversity and inclusivity whenever possible.

3.3 Respectful Imagery: All photographs used must respect and uphold the dignity of the individuals depicted.

3.4 Privacy and Anonymity: The right to privacy and anonymity of beneficiaries is paramount. We employ the use of pseudonyms in media posts to uphold this right.

3.5 Professional Acknowledgement: We recognise the work of professionals, both in the UK and internationally, by acknowledging them by name.

3.6 Specificity of Locations: To combat the homogenisation of African nations, we endeavour to use specific country names as often as possible, or refer to the region as sub-Saharan Africa when required.

3.7 Informed Consent: It's our policy to obtain informed consent before utilising images, videos, or stories of beneficiaries. When the individual cannot provide consent, it must be acquired from a parent or carer. Please visit our [Ethical Photo and Video policy](#) for further information

3.8 Child Protection: For the safety and privacy of minors (under 18), we abstain from using images that clearly reveal a child's face or any identifiable features such as unique clothing or recognisable scenery.

3.9 Professional Communication: We adhere strictly to our Communication Procedure when interacting with implementing partners, maintaining professionalism and cultural sensitivity at all times.

3.10 Secure Storage: Images and videos involving vulnerable individuals are stored securely and are kept on personal devices for a maximum of one week before being deleted.

4) Prevention of Sexual Abuse and Exploitation

4.1 Zero Tolerance for Sexual Exploitation and Abuse: No form of behaviour or activity that may constitute sexual exploitation and abuse will be tolerated. This includes any act that results in physical or emotional harm, humiliation, or exploitation of any individual.

4.2 Protection of Minors: Engaging in sexual activity with anyone under the age of 18 is strictly prohibited, regardless of local age of consent or majority. Ignorance or mistaken belief regarding the age of a child cannot be used as a defence.

4.3 Prohibition of Coercive Exchanges: The exchange of money, employment, goods, services, or transport for sex, sexual favours, or any other form of degrading, humiliating, or exploitative behaviour is forbidden.

4.4 Abuse of Power: Any action, practice, or behaviour that indicates abuse of power or the engagement of any individual in an inherently unequal power dynamic is unacceptable.

4.5 Discretion in Relationships:

4.5.1 Staff and Partners:

Sexual relationships between staff and partners are strongly discouraged due to the potential for undermining STAND's credibility and integrity. However, if such a relationship does occur, it should be disclosed to HR for transparency and conflict of interest evaluation.

4.5.2 Unequal Power Dynamics:

Sexual relationships based on unequal power dynamics, such as those between staff and beneficiaries, are strictly prohibited. Engaging in such relationships may result in disciplinary actions, up to and including dismissal, to ensure the fair and ethical operation of STAND.

4.6. Reporting: If a staff member, volunteer, partner or affiliate develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, he or she must report such concerns via the established reporting mechanisms.

4.7. Culture: L4A staff, volunteers and affiliates are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of the code of conduct.

More information can be found in the safeguarding policy.

5) Prevention of Fraud and Corruption

STAND is devoted to transparency, integrity, and ethical conduct, operating with zero tolerance towards fraud, bribery, corruption, and money laundering.

5.1 Gifts Declaration: Any gifts received must be declared.

5.2 Refusal of Bribes: Neither facilitation payments nor bribes are permissible.

5.3 Fraud Prevention: Receipts are required for all transactions and we uphold rigorous internal controls.

5.4 Disciplinary Action: Any transgressions result in strict disciplinary actions.

5.5 Anti-Money Laundering: We comply with legal requirements proportionate to the low risk to our organization, appointing a dedicated Reporting Officer and implementing a clear reporting procedure.

5.6 Donor Guidelines: We refuse funds knowingly derived from unethical or criminal activities.

5.7 Conflict of interest: Any potential conflict of interest must be declared

More information and the ways to declare can be found in our anti-fraud & corruption policy and our conflict of interest policy.

6. Agreement

I _____ from _____ understand and agree to abide by the above principles and Code of Conduct. I know that any breaches of the above Code will be responded to in accordance with the policies and procedures in place.

Signature: _____ Date _____

7. Now its time for your quiz! The quiz can be accessed [here](#). Please complete the quiz before returning the signed Code of Conduct to us.

WE LOOK for LOCAL SOLUTIONS FIRST

LEGS AFRICA

WE BELIEVE in COLLABORATING with OTHER ORGANISATIONS

WE PRESENT EVERYONE THROUGH OUR MEDIA with DIGNITY AGENCY and HUMANITY

WE ARE INCLUSIVE of PEOPLE THAT ARE UNDER-REPRESENTED



WE WILL HAVE A POSITIVE IMPACT ON THE PLANET for GENERATIONS

VISION

AFFORDABLE REHABILITATION FOR AMPUTEES ACROSS AFRICA



MISSION

HELP AMPUTEES - TO LIVE - INDEPENDENTLY THROUGH PROVIDING PROSTHETIC LEGS along with PHYSICAL & EMOTIONAL REHABILITATION



WE BELIEVE THAT ALL AMPUTEES SHOULD HAVE ACCESS TO A PROSTHETIC LEG



WE BELIEVE INDEPENDENCE IS ACHIEVED THROUGH FIN COMMUNITY EDUCATION and OPPORTUNITY

WE LISTEN, ADAPT and



WE COMMUNICATE WITH TRANSPARENCY

