



Supporting people living with neurological conditions

Neuro Hebrides Code of Conduct - Behaviour

Applicability

This policy applies to all trustees, other volunteers, employees, contractors, and third-party representatives of Neuro Hebrides (the “Charity”). Its requirements should be reflected in other policies and procedures, agreements and contracts, as necessary.

You Must

- Act with integrity and honesty.
- Ensure that you are aware of and comply with the charity’s policies.
- Undertake any necessary training for your role.
- Listen to and respect other staff, volunteers, beneficiaries and other stakeholders.
- Promote relationships that are based on openness, honesty, trust and respect.
- Treat everyone fairly and without prejudice or discrimination.
- Ensure language is appropriate and not offensive or discriminatory.
- Ensure any equipment is used safely and for its intended purpose.
- Challenge any unacceptable behaviour and report any breaches of this Code of Conduct or any concerns without delay to a trustee.
- Report any allegations/suspicions of abuse or fraud.
- Respect everyone’s right to personal privacy and ensure that any personal information is kept secure and not disclosed.
- Volunteers are not obligated to work at specific times, but if you commit to doing something and are unable to, ensure that the charity is made aware as soon as possible.

You Must Not

- Allow concerns or allegations to go unreported.
- Develop inappropriate relationships such as contact with children or vulnerable people that is not a part of the work of the Charity or agreed with the trustees.
- Share your personal contact details (mobile number, email or address) or have contact with a beneficiary or vulnerable person via a personal social media account.
- Make sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to or in front of anyone.
- Act in a way that can be perceived as threatening or intrusive.

- Make inappropriate promises to young or other vulnerable people, particularly in relation to confidentiality.

Version Control - Approval and Review

Version No	Approved By	Approval Date	Main Changes	Review Period
1.0	Board		Initial draft approved	Annually

Statutory Guidance

[Gov.UK – Workplace Bullying & Harassment.](#)

[Charity Commission: Serious Incident Reporting.](#)

[Charity Commission: Report Serious Wrongdoing at A Charity as A Volunteer or Worker.](#)

Gov.UK: [whistleblowing for employees.](#)

[CC: Safeguarding and Protecting People for Charities and Trustees.](#)

[CC: Infographic; 10 actions trustees need to take.](#)

[CC: Safeguarding duties of charity trustees](#)

[CC: Safeguarding - policies and procedures](#)

[CC: How to protect vulnerable groups](#)

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