

Ryedale Special Families

Ethical Statement

This statement will provide clarity of Ryedale Special Families' ethical approach to our work. Our aim is to ensure that our stakeholders understand our ethical approach and seek to contribute to that approach.

Overriding ethical principles

- RSF will be honest and will not deliberately mislead
- RSF will be open and will ensure our communications are understood by all
- RSF will value stakeholders' contributions
- RSF will be accountable for its actions
- RSF will keep its promises and will not make promises it cannot keep. Individuals working, volunteering or representing RSF will not make promises on behalf of the charity if they do not have the authority
- RSF will deliver services in a way that a reasonable person would call just and even handed
- In line with our constitution, RSF will maintain awareness of others needs and act to meet those needs where possible
- RSF will live up to its ethical principles when confronted by personal, professional or economic pressures
- RSF will not engage in or support any activities which could be considered cruel or demeaning to people

Our services

- RSF will promote equality in our services and treat our beneficiaries fairly
- RSF will promote equal rights for our beneficiaries and work to ensure their voices are heard at local, regional and national levels. We will support campaigns in line with our objectives whilst ensuring that this will not leave service provision under-resourced
- RSF will seek to address gaps in provision to underrepresented groups. We will also identify barriers to accessing our services and reduce them where possible
- RSF will be open and honest about who our services are for and how to access our services
- RSF will have a clear complaints procedure available for all
- RSF will work with local partners to reduce disability discrimination and hate crime

Our workplace

- We will comply with all statutory and legal requirements regarding our staff and volunteers
- RSF will promote an ethical workplace culture and strive for excellent retention of staff and volunteers

Our Funding

When considering funding the following factors will be taken into consideration;

- Does the funding comply with RSF's constitution and ethos?
- Would it be unlawful to accept the funding?
- Is the funding in the best interests of the charity? Could acceptance cause upset to our stakeholders and in particular, our beneficiaries?

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- Is it clear where a donation has come from? Anonymous donations will be carefully considered
- Does the funding present the charity with any ethical problems? Are there any commercial elements to the funding which may present an ethical issue?

RSF will follow guidance from the Institute of Fundraising and the Charity Commission in fully considering funding decisions.

Resolving Differences

RSF recognise that there may be differences of opinion as to what constitutes ethical practice. In such cases, the Trustees will discuss the issue in detail and apply the following process; The matter will be looked at from each stakeholder's viewpoint including, beneficiary parents, beneficiary children, young people and young adults, staff, volunteers, funders and the organisation as a whole. For each stakeholder, the risks and the benefits will be considered before a final decision is reached by consensus of the Trustees (with the Chair having the casting vote) . Decisions and the reasons for them will be recorded, so they can be fully understood by all parties. When it has been necessary for Trustees to consider individual ethical issues, then this statement will be revisited and revised if required.

RSF Trustees have overall responsibility for setting the ethical stance for the charity. Trustees will support staff in making difficult decisions and acknowledge when people genuinely believe they have acted in the best interest. RSF is keen that stakeholders, particularly beneficiaries, contribute to the ethical stance of the charity and will learn from our experiences.

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