

Ethics Policy

The organisation requires that all staff will comply with our Ethics Policy requirements at all times in order to ensure compliance with all statutory and regulatory requirements. Including Human Rights Act 1998 part 2, Data Protection Act 1998 and the Freedom of Information Act 2000.

Policy

The following principles provide the ethical framework that we aspire to while working in the UK and abroad. Our principles are to:

In relationships with others

- Treat colleagues, customers, suppliers and the public respectfully and professionally, taking account of confidential issues when appropriate.
- Deal courteously with those who hold opinions that differ from ours.
- Respect cultural differences.
- Have open and transparent relationships with government, the public, private sector and other external agencies or bodies.

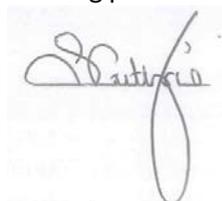
In our work

- Operate with honesty and integrity in all our work, taking steps to identify and deal with corrupt practices and professional misconduct.
- Be open and transparent in making decisions, undertaking activities and allocating funds; if that is not possible, explain why.
- Reach conclusions based on sound evidence and professional practice, having considered all views.
- Work to the standards of UK legislation as a minimum here and abroad, and operate according to local laws as required.
- Disclose conflicts of interest and actively manage them.
- Ensure funding decisions are transparent and securely based on objective assessment and selection procedures.
- Recognise appropriately the intellectual support and operational contributions of others.
- Consider ethical challenges which arise from new or possibly risky research at the limits of our knowledge by broadening debate at an early stage.

Impact on the environment

- Weigh any possible adverse impacts of proposed work against the expected benefits, while considering the economic, social and environmental dimensions.
- Assess and minimise the adverse impacts of our decisions and work on the natural environment, on people and on animal welfare.

This policy is maintained and reviewed at least annually to ensure continual suitability and that any changes in our organisation, arrangements, scope of operations and our working practices are considered.



Stephen Guthrie
Managing Director