

Code of Conduct Policy

Policy Title: Code of Conduct

Organisation: SOLACE LIVING SUPPORT CIC

Version: 1.0

Date: April 2025

Review Date: April 2026

1. Purpose

To establish the expected standards of professional and ethical behaviour for all staff, volunteers, and board members.

2. Scope

Applies to anyone representing or working on behalf of the organisation.

3. Standards

- Treat everyone with respect, dignity, and fairness.
- Maintain confidentiality and uphold safeguarding duties.
- Avoid conflicts of interest or actions that damage the organisation's reputation.
- Follow lawful and ethical practices in all duties.

4. Misconduct

Examples of misconduct include:

- Discrimination or harassment
- Breach of confidentiality
- Dishonesty or fraud
- Neglect of duties

5. Disciplinary Action

Breaches may result in disciplinary proceedings, up to and including dismissal or removal from volunteer duties.

6. Review

Reviewed annually or after an ethical breach.
