**ETHICS STRATEGY STATEMENT**

The Trustees of Dorchester Municipal Charities are committed to meeting the highest standards of professionalism and integrity in their relationships with residents, employees and the community.

In particular we will:

1. Carry out our objectives to provide the greatest benefit to beneficiaries regardless of whether this might initially have a negative impact on the reputation or operation of the charity or its leadership
2. Comply with all relevant law such as charity, housing, employment statutes and consider relevant best practice guidance
3. Treat residents, employees, trustees, contractors and others coming into contact with the charity with respect and fairness
4. Be honest and transparent in our dealings with all parties and able to demonstrate where appropriate that any decisions are robust, defensible and free from conflicts of interest
5. Not engage in any activity which may give rise to a conflict of interest, as listed in the Conflicts of Interest Policy.
6. Not discriminate on grounds, as listed in the Equality and Diversity Policy, and to create a culture where any instances of discrimination, intimidation and other abuses can be reported and resolved
7. Treat our employees fairly and with pay and conditions in compliance with any statutory minimum
8. Expect all contractors and tradesmen adhere to relevant policies and standards and in particular that they comply with Health & Safety at Work Act
9. Ensure our activities minimise our impact on the environment, as indicated in the Climate Policy, and have no adverse effect on the community as far as reasonably practicable
10. Ensure resources are managed responsibly and that funds are properly protected and accounted for, as indicated in the Financial Policy and Procedures. Where we hold investment funds to ensure these are invested in companies and funds that share our core values

**Bibliography**

NCVO, *Charity Ethical Principles*, January 2019

<https://www.ncvo.org.uk/policy-and-research/ethics/ethical-principles>