VALUES AND CODE OF CONDUCT

VALUE 1: RELATIONAL

We put trusting relationships at the heart of everything we do

CODE OF CONDUCT

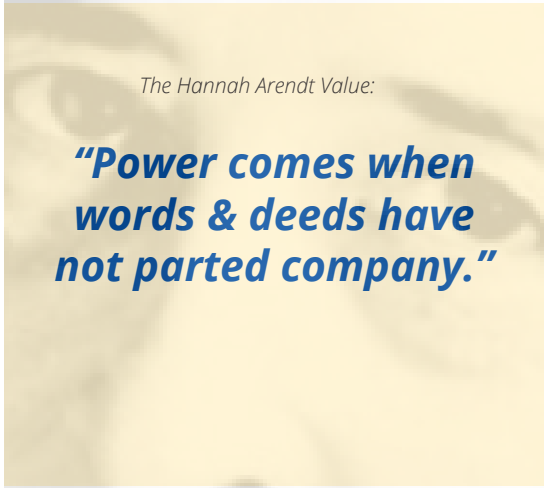
- We will invest time in building relationships through 1-2-1s with a range of colleagues across the organisation, meeting relationally with a different colleague each month.
- We will communicate openly, honestly, and in good faith and we will always endeavour to act in ways which build trust.
- Where disputes or disagreements occur with a colleague, we will endeavour to resolve them relationally and face-to-face in the first instance, and not by email.

VALUE 2: INTEGRITY

We act with integrity towards each other, the organisation, and ourselves.

CODE OF CONDUCT

- We will do what we tell our colleagues we will do, and if we are then unable to do so, we will be accountable and explain why.
- We will uphold the integrity of Citizens UK's charitable objectives, vision, and mission in all of our work.
- We will speak to our line manager in advance if we feel our personal integrity could be compromised in our work.

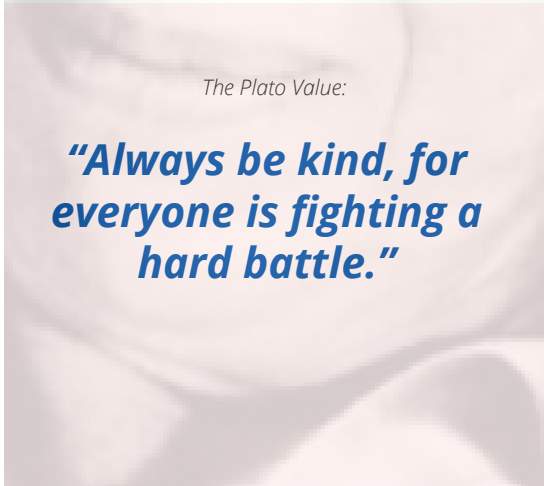


VALUE 3: KINDNESS

We are kind to each other and to ourselves.

CODE OF CONDUCT

- We will endeavour always to be kind to our colleagues, even (and particularly) if we disagree or are offering critique. We will behave in this way when our colleagues are present, and when they re not present.
- We will prioritise our own well-being, as well as the well-being of our colleagues, together ensuring we avoid overwork.
- We will be proactive in asking for help if we need it, and expect to be offered support. We will be open to offering support to other colleagues.



VALUES AND CODE OF CONDUCT

VALUE 4: SOLIDARITY

We support each other and stand together in all we do.

CODE OF CONDUCT

- We will respect each and every colleague, regardless of who they are, what they work they do, or where they are based. We will view them as an essential contributor to our organisation's future power and success, and offer them every assistance in the fulfilment of their role.
- We will always welcome a request for help from a colleague, and never dismiss it out-of-hand by saying 'It is not in my interest' or 'it's not my job'.
- We will never use the tactics of community organising against a colleague.

The 3 Musketeers Value:

"One for all...and all for one!"

VALUE 5: COURAGE

We are bold, radical, and take risks.

CODE OF CONDUCT

- We will act boldly in the pursuit of Citizens UK's Mission, and encourage one another to be courageous in our work.
- We ill encourage each other to be open about mistakes, and learn from them.

The Boudicca Value:

"You will see that we must act boldly, or be acted upon. My resolve is to act - but you must choose for yourselves."

VALUE 5: INCLUSION

We ensure that everyone has the opportunity to participate fully in the life of the organisation

CODE OF CONDUCT

- We will always give consideration to the way our work includes or excludes colleagues, and address practices which prevent people from participating fully in the life of the organisation.
- We will all contribute to a culture of learning, aiming to help every staff member to grow and develop.

The Bayard Rustin Value:

"If we desire a society without discrimination, then we must not discriminate against anyone in the process of building this society."