



The
Caldecott
Foundation

CODE OF CONDUCT

INTRODUCTION

Our Code of Conduct (“the Code”) sets out expectations for all those working for The Caldecott Foundation (including residential care, education, Caldecott Fostering and support services) in order to inform their decision making. The Code provides a benchmark against which we can hold ourselves and each other accountable. It is a statement about who we are as an organisation and a commitment that we make to each other. Working in line with the Code, in addition to our Relational Model of Care, Policies and Procedures and Strategic Plan, ultimately supports the organisation to best achieve its purpose for existing:

‘Helping children build a future’

The Code is based on the organisation’s core values. The Code applies to anyone working for or with the organisation including all employees, bank workers, agency workers, self employed workers, consultants and volunteers. For ease this group will hereafter be referred to as ‘Staff’.

This code of conduct is supplementary to any statutory or regulatory requirements and forms part of the Caldecott Foundation’s published policies and procedures.

In producing the Code, we intend for it to be an educational document and in many cases a breach would present a learning opportunity. However, if deemed serious enough by the organisation, a breach of the Code by an employee may be addressed through the disciplinary procedure. For non-employees a serious breach could result in the termination of the contract or agreement.

If you have any questions after reading this document, or if you need help, training or guidance on achieving the expectations outlined, then please raise this with your line manager or HR who will be able to offer you support.

Nick Barnett, Chief Executive Officer & The Board of Trustees

THE CALDECOTT FOUNDATION'S CODE OF CONDUCT

1) MAINTAIN INTEGRITY IN EVERYTHING WE DO

I commit to act in a manner, both in work and outside of work (including online), that will uphold the trust and confidence placed in me by colleagues and the organisation. I will only take actions that will enhance the reputation of the organisation. I will conduct myself with honesty, being accountable for my actions and transparent about my mistakes.

The Caldecott Foundation commits to operate in line with public expectations of accountability and transparency given our status as a registered charity. To use charitable funds efficiently and effectively and for the purpose for which they were given.

The children and young people will be surrounded by professional, positive and consistent role models creating a safe and secure base for their growth and development.

2) COMMIT TO CONTINUAL DEVELOPMENT THROUGH LEARNING

I commit to taking responsibility for my own learning whenever and however the opportunity arises. I agree to share my own knowledge, skills and experiences for the overall benefit of the organisation and the children & young people.

The Caldecott Foundation commits to make high quality learning opportunities available to everyone and to foster a culture which enables staff to feel safe in asking for help. We will share learning and best practice outside of the organisation where it can achieve a positive impact on the lives of young people in the wider community.

The children and young people will receive outstanding care and education from highly skilled, knowledgeable and experienced staff.

3) BUILD POSITIVE RELATIONSHIPS BASED ON MUTUAL RESPECT

I commit to building professional and appropriate relationships whilst respecting the individuality of others. I will challenge actions that are not in line with the organisation's core values and advocate for those who are not able to advocate for themselves. I will treat everyone with respect, courtesy and dignity.

The Caldecott Foundation commits to provide an environment where individual views can be shared and respected to promote a culture of equality, diversity and inclusion.

Children and young people will experience consistent role modeling within positive relationships, including learning to respect difference and diversity.

4) BE SOCIALLY RESPONSIBLE IN OUR ACTIONS

I commit to consider the impact of my choices on those within my team, The Caldecott Foundation and wider society and not take actions that will cause harm to others. I will place a high value on choices that improve the lives of others and act in the best interest and well-being of children.

The Caldecott Foundation commits to take actions which create the most benefit for the most people. Through our actions and communications we will demonstrate our positive impact and enable everyone to be proud of their association with the organisation. We will prioritise the safeguarding of children at all times.

Children and young people will develop an understanding of how to take part in and positively impact their community.