



Code of Conduct for Staff, Volunteers and Contractors

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Purpose

This Code of Conduct outlines the standards of behaviour expected of everyone working with or representing The Institute for Social Value (ISV), including staff, adult volunteers and contractors. It reflects our shared commitment to integrity, fairness, inclusion and public value.

By participating in ISV's work, you agree to uphold these principles in your behaviour, communication and decision-making.

1. Upholding ISV's Values

- Act in line with ISV's mission, vision and values.
- Serve the public interest, not personal or organisational gain.
- Promote ISV's independence, inclusivity, collaboration and accountability.

2. Respect and Inclusion

- Treat all individuals with dignity and respect, regardless of background, identity or status.
- Help create inclusive environments where everyone feels safe, heard and valued.
- Challenge discriminatory behaviour and report any concerns through ISV's

3. Ethical Standards and Integrity

- Be honest, transparent and responsible in all actions and decisions.

- Avoid behaviour that could damage the reputation of ISV or the wider social value sector.
- Declare and manage any actual or perceived conflicts of interest in line with ISV's procedures.
- Comply with relevant legislation, ISV policies and applicable professional standards.
- Handle information with care, protecting privacy and confidentiality at all times.

4. Political Neutrality

- Do not promote personal political views through ISV platforms or activities.
- Maintain impartiality when acting on behalf of ISV.

5. Participation and Collaboration

- Engage constructively and respectfully in meetings, discussions and group work.
- Be prepared and respond to communications within reasonable timeframes.
- Foster collaboration and a supportive working culture with colleagues, partners and stakeholders.

6. Speaking on Behalf of ISV

- Do not present personal views as those of ISV.
- Obtain prior approval before making public or media statements on behalf of ISV.
- Use social media responsibly. Posts should be factual, respectful and clearly personal unless authorised by ISV.

7. Safeguarding and Professional Boundaries

- Follow ISV's Safeguarding Policy at all times and report any concerns promptly.
- Maintain appropriate professional boundaries in all interactions.
- Contribute to a safe, respectful and supportive environment for all participants.

8. Accountability and Decision-Making

- Behave in a professional and reliable manner.
- Base your decisions and input on ISV's values, goals and policies.
- Avoid applying undue pressure or influence on others' views or decisions.

9. Confidentiality and Information Sharing

- Keep sensitive or internal information confidential.
- Do not share information externally unless authorised or clearly appropriate.
- Seek advice if you are unsure whether information can be shared.

10. Commitment to Social Value Principles

- Support efforts that reduce inequality, promote wellbeing and protect the environment.
- Engage meaningfully with stakeholders when shaping decisions or carrying out analysis.
- Be transparent about professional judgments, methods and limitations.

11. Raising Concerns and Whistleblowing

- Report concerns or misconduct through ISV's designated channels.
- ISV will respond fairly, confidentially and without retaliation.
- Bullying, harassment or penalising anyone for raising a concern will not be tolerated.

12. Consequences of Misconduct

- ISV may seek informal resolution where appropriate.
- Serious or repeated breaches may lead to dismissal, termination of contract, or removal from a volunteer role.

Agreement

By engaging in ISV activities, you agree to:

- Abide by this Code of Conduct
- Seek clarification or support if needed
- Help build a culture of integrity, equity and professional respect

Name: _____

Role (staff, volunteer, contractor): _____

Signature: _____

Date: _____

If you have concerns or questions, please contact: info@theinstituteofsocialvalue.org.uk