



Standards and Ethical Policy

Following our own values, we ensure that everything we do is done to the highest standards and in line with standards set by appropriate expert or governing bodies.

STEKAskills complies with Charity Law, HMRC guidance and guidance as issued by the Office of the Scottish Charity Regulator (OSCR).

STEKAskills is a member of the following organisations:

- Malawi Scotland Partnership

Recognising that we are dealing with vulnerable people, we have policies that have been agreed by the Board to protect our staff and beneficiaries, including a Protection of Children & Vulnerable Adults Policy.

Our Ethical Policy

STEKAskills actively seeks opportunities to work with external organisations to achieve shared objectives. However, it is vital that we maintain our independence and do not allow external partnerships to bring the name of STEKAskills into disrepute.

We therefore seek, so far as is practical and within the constraints of UK law, initiatives that do not compromise the independent status of STEKAskills and to ensure that the activities of organisations we work with are consistent with our organisational values.

We reserve the right to express our views even where these may be in conflict and/or to comment where we do not believe that the interests of our beneficiaries are being appropriately served.

We make every effort not to knowingly accept or solicit funds from organisations involved in activities which are counter to our values such as weapons manufacture and supply or pornography.

We strive to make our organisation and communications accessible to all, where possible, following guidelines from the Office for Disability Issues (<http://odi.dwp.gov.uk/inclusive-communications/channels/publishing.php>). Large print communications are available on request.

Working with third parties

When working with commercial organisations on cause related or affinity marketing, STEKA does not endorse or approve products or companies. In addition, in order to ensure that all of our cause related promotion reflects our values, any endorsement of products must come to the Board for approval.

STEKAskill's database will never be given or sold to any third party in whole or part, nor will a third party be given access to it.

STEKAskills seeks to purchase goods and services which are produced and delivered under conditions that do not involve the abuse or exploitation of any persons, and will seek to ensure that child labour is not used, living wages are paid, working hours are not excessive and no discrimination is practised.

STEKAskills expects suppliers to accept responsibility for labour and environmental conditions under which products are made and services are provided and to make written statement of intent regarding the company's policy.

STEKAskills expects project partners to deliver projects which do not involve abuse or exploitation of any persons, and will seek to ensure that child labour is not used, living wages are paid, working hours are not excessive and no discrimination is practised.

Reviewed Biennially	Board of Trustees
Policy Date	November 2018
Next Policy Review Date	November 2020