

Ethics Statement

At Aspire our ethics are based on our commitment to our values, our purpose and to the principles of working within a public service mutual. In working alongside the people who use our service, their family carers and partner organisations we will demonstrate and exercise good judgement and decision making and will keep the people we support at the very heart of everything that we do and for everything that we stand.

The Board of Aspire, its senior management team and all who work in and on behalf of Aspire commit to the following principles:

- To act in the interest of people with learning disabilities (i.e. the beneficiaries of Aspire)
- To behave with integrity and objectivity
- To be open and honest in all our dealings
- To be responsible and accountable for our decisions and actions
- To lead by example
- To demonstrate professional competence
- To abide by the governing rules of statutory and regulatory compliance.

Operationally:

We will work with the people we support, their families, carers and other professionals to ensure that our decision making is well informed and always with the interests of those who choose to use our service, and of their families and carers, at the centre.

Doing Business:

Our ethical principles are evidenced through the number of judgements made on a day to day basis across the business, resulting in decisions being made in good faith and with those who we provide a service to at its centre.

Governance:

Our Governance Framework provides measurable evidence through a series of policies, guidance, reports and audits and briefing papers to our commitment for doing the 'right thing'.



Finance:

Financial judgement and decisions are made following well informed information. Our fiduciary duties are exercised in a manner that is transparent and in the best interests of the sustainability of the business. Conflicts of interests are recorded and managed as they arise.

Selection and recruitment:

Potential and new employees and volunteers are treated equitably and with respect, everybody has access the same access opportunities for training and development, everybody will receive equal and fair treatment.

Corporate Social Responsibility:

We will ensure that our impact on the community and our partners is one that is economically transparent, supportive and financially and environmentally sound.

Supply Chain:

Using procurement rules we will ensure as far as we are able that our approach to the procurement of services and products is one that is transparent and equitable. We will also expect that supply chain providers and services behave in a way that reflects our values and commitment to equity, transparency and value for money.

