



www.childrensfootballalliance.com & www.childrensfootballalliance.com/football-and-peace/

CODE OF ETHICS

This code aims to support all trustees, board members, staff, volunteers, partners and participants. It sets out the key ethical principles and the supporting actions that The Children's Football Alliance (CFA) take to ensure an ethical approach to our work.

The principles present a framework for carrying our charitable purposes ethically and with due care and attention to detail.

The CFA's staff and volunteers should actively consider the code in order to integrate its principles in their policies and procedures, and consequently in their day-to-day work.

- ensure the safety of any individual who engages with the charity.
- respect every individual's dignity, privacy and appropriate confidentiality.
- increase and improve diversity in the widest sense.
- support and promote inclusion.

The CFA continue to develop and monitor policies and procedures for which this code can be used as a reference.

In this document:

- 'beneficiaries' means those who benefit from The CFA's work, as defined by the charity's purpose
- 'staff' includes all those employed by The CFA and those working through contractors and third-party agencies
- a 'volunteer' is anyone who spends time, unpaid, doing something that furthers the CFA's purpose
- 'CFA's purpose' is the reason the charity has been set up, as defined in the charity's article of association.
- charter (updated 07 05 21)

The principles

The CFA and those who work with the CFA agree to uphold the following principles throughout their work:

- Beneficiaries first
- Integrity
- Openness
- Right to be safe

Beneficiaries first

The CFA exist to deliver our objectives for the public benefit. The interests of the people and causes we work for is at the heart of everything we do, whether we are delivering a project or campaigning for change.

The CFA:

- our beneficiaries are young mixed ability mixed gender people from diverse backgrounds.
- commit to doing the right thing by individual beneficiaries and the NCFA's purpose, regardless of whether this might initially have a negative impact on the reputation or operation of the charity or its leadership.
- ensure that the views and experiences of beneficiaries are actively listened to and taken account of as part of how we operate, facilitating engagement and communication.
- ensure that all relevant policies and procedures are drawn up with the interests of beneficiaries in mind.

Integrity

The CA and those who volunteer, work in and with us uphold the highest levels of institutional integrity and personal conduct at all times.

The CFA:

- treat everyone with honesty and respect, build open relationships with everyone who comes into contact with the us, we respect and value individual difference.
- ensure we work in a way that reflects the charity's values.
- ensure appropriate systems are in place so that a level of probity exists to guarantee that all decisions are robust, defensible and free from conflict of interest.
- ensure the resources are managed responsibly and the funds are properly protected, applied and accounted for, including policies and procedures to combat the risk of bribery, fraud, and corruption.
- consider the responsibility to ensure our activities do not cause harm to the environment, and contribute to more sustainable practices.

Openness

The CFA nurture a culture and space where everyone who comes into contact with the us, as well as the wider public, can see and understand how we work, how we deal with problems when they arise and how we address complaints in addition to their legal responsibilities.

The CFA:

- operate openly and with appropriate transparency; we share information about our work, ensuring it is accessible to all.
- publish and make available on request annual reports
 - publish our approach to safeguarding, bullying and harassment complaints procedure
- establish clear lines of responsibility and accountability for all our work, both internally and externally where applicable.
- report relevant incidents and share appropriate information with the responsible regulatory bodies, law enforcement and other statutory authorities where required.

Right to be safe

Every person who volunteers with, works for or comes into contact with The CFA are treated with dignity and respect, and feel that they are in a safe and supportive environment.

The CFA take our responsibility to endorse and promote a culture that does not tolerate inappropriate, discriminatory, offensive or harmful behaviour towards any person who volunteers with, works for or comes into contact with our work including through social media.

The CFA places high regard for people's wellbeing and mental health are valued and promoted, so that everyone working in the charity or coming into contact with the charity is encouraged to value and invest in their own health and wellbeing at all times.

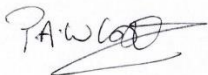
The CFA:

- ensure that anyone working for, representing or in any way coming into contact with the charity understands the expectations placed upon them.
- stand against and have a clear approach to prevent abuse of trust and power including bullying, intimidation, harassment, discrimination or victimisation in all their activities, including online activities, and promote a culture that supports the reporting and resolution of allegations, suspicions or concerns about abuse of any kind or inappropriate behaviour.
- provide training that is relevant and required in expectations of conduct for all staff, volunteers and governing bodies, which is regularly refreshed.
- ensure that anyone who works or comes into contact with the charity has access to proper support and advice if they:
 - experience or witness unacceptable behaviour
 - raise a concern or make an allegation about the actions of others.

Charter Summary

- Children's rights, protect childhood through play; the well-being of all children; poverty, social concern and trauma.
- Social inclusion; without prejudice, all children are included
- Projects; are child focused and where practical children are empowered to take ownership
- Sustainable goals; support and promote, projects that aim to protect play, develop peace education and humanitarianism
- Partnerships; work closely with partners that share the same aims and ethics
- Respect; all child focused organisations, networks and cultures within.

Signed



Paul Cooper
(Director)