
CODE OF CONDUCT

Policy owner: HR & Operations

Last updated: January 2026

Street Child's vision is a world where all children are safe, in school and learning. We strengthen and support local organisations to realise the rights of children in low resource environments and emergencies. Street Child is committed to enabling every child to read, write and count. Above all, we are committed to educating and equipping a generation of children that can transform the world – towards greater equality, equity and freedom for all.

To achieve our vision, we expect all employees to aim for the highest possible standards and highest possible outcomes in their role. We are proud of our positive external reputation and we expect all employees to uphold and further this reputation. Therefore how Street Child employees conduct themselves directly reflects on how Street Child is viewed by others and is why our Code of Conduct forms a key part of our people policies and practices.

This Code of Conduct Policy outlines the expectations we hold of all Street Child personnel. For the purpose of this policy, personnel is defined as trustees, employees, associates, contractors and volunteers working for Street Child UK and its affiliated entities. This policy applies to all personnel regardless of location of work and in accepting an appointment with Street Child you undertake to carry out your duties and regulate your conduct in line with the requirements in this code at all times both inside and outside of work.

By following this Code of Conduct, it is intended that all will contribute to strengthening the professionalism and impact of the work of Street Child and have a shared understanding of who we are and how we behave. Street Child personnel are obliged to create and maintain an environment which promotes the implementation of this code of conduct. All senior staff have particular responsibilities to support and develop systems which maintain this environment.

This policy should be read and followed alongside your contract of appointment and organisational policies and procedures at all times.

As a member of Street Child personnel, I will:

- 1. Ensure that my personal and professional conduct is, and is seen to be, of the highest standards and in keeping with Street Child's values and aims.**
 - 1.1. I recognise the 9 protected characteristics under the Equality Act of 2010 (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation) and will ensure to treat all people with fairness, respect and dignity regardless of any of the above mentioned characteristics.

- 1.2. I will recognise and respect the professional opinion of others. I will be accountable for my actions and will not use unequal power relationships (inclusive of rank, role, gender, ethnicity, disability, age) for my own benefit.
- 1.3. I will work with others in an open and collaborative way, co-operating both within and across teams to support the delivery of organisational results.
- 1.4. Inclusion is a key priority for Street Child and I commit to working in accordance with Street Child's Equality, Diversity and Inclusion Policy.
- 1.5. I will take responsibility for the quality and timeliness of my own work to contribute to the achievement of organisational objectives.
- 1.6. I will not work under the influence of alcohol in ways that may impair my judgment when representing Street Child.
- 1.7. I will not use, or be in possession of, illegal substances or goods when representing Street Child.
- 1.8. I will seek to ensure that my personal conduct does not compromise Street Child's values and does not impact on or undermine my ability to do the role for which I am appointed.
- 1.9. I will uphold and further Street Child's positive external reputation and will not say or do anything that may bring the organisation into disrepute.
- 1.10. I will be sensitive to, and respectful of, local customs and culture. If necessary I will seek support and advice from senior staff on appropriate norms and customs to follow in my place of work.
- 1.11. I will ensure that any communication posted on platforms such as social media, email or WhatsApp either in a personal or professional capacity are aligned to Street Child values and understand that Street Child will not tolerate any messages that could be viewed as bullying or harassment.
- 1.12. In acknowledging that effective media and public coverage of Street Child is pivotal to the success of our work, I will not give interviews or provide verbal or written information to the media and / or public sources unless I have been specifically authorised to do so.
- 1.13. I will not accept significant gifts or any remuneration from governments, beneficiaries, partners, donors, suppliers and other persons, which have been offered to me as a result of my appointment with Street Child.
- 1.14. I will not abuse my position as Street Child personnel by requesting any personal service or favours from others in return for financial assistance by Street Child.
- 1.15. I will adhere to all Street Child policies and procedures at all times.

2. Adhere to Street Child's principles and policies regarding Safeguarding and Child Protection at all times whilst a member of Street Child personnel:

- 2.1 I will refrain from any form of harassment or abuse; sexual harassment; discrimination; sexual, physical, psychological or verbal abuse; intimidation or exploitation; both in and out of work. I will never knowingly engage in an exploitative, abusive or corrupt relationship and I understand this includes entering into a sexual relationship with anyone benefitting from Street Child's assistance and/or protection.
- 2.2 I will not enter into a commercial sex transaction or any other form of humiliating, degrading or exploitative behaviour. For the purpose of this Code of Conduct a transaction is classed as any exchange or money, employment, goods, services, or favours with any other person.
- 2.3 I understand that sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief regarding the age of a child is not a defence.
- 2.4 I understand that sexual exploitation and abuse constitutes an act of gross misconduct and is grounds for termination of employment or association with Street Child.
- 2.5 I will fulfil my duty to report any concerns or suspicions regarding any form of harassment or abuse involving any personnel via the established reporting mechanisms and will fulfil my obligation to create and maintain an environment which actively prevents sexual exploitation and abuse.

- 2.6 I will ensure that I uphold the principle that every child has a right to be accurately represented with dignity through words and images. I will acquire informed consent before using a child's image and all materials produced with information pertaining to a child will use an accurate and balanced depiction of the child and their circumstances. I will ensure in all images children are appropriately clothed and not depicted in, or described using, any degrading, discriminatory, or sexually provocative poses and/or language.
- 2.7 I will actively seek to minimise risk situations with children, including but not limited to, not being alone with a child, always trying to meet them accompanied by a second adult and in a public location, not showing any form of favouritism and not spending excessive amounts of time with one child.
- 2.8 I will not engage in or allow any form of unacceptable physical behaviour including but not limited to, not engaging in or allowing sexually provocative games with children to take place, not initiating any form of physical contact, such as holding hands. I will not sleep in the same bed as a child/children or do things of a personal nature that a child could do for themselves, such as dressing, bathing or grooming.

3.0 Perform my duties and conduct my private life with integrity and honesty, in a manner that avoids possible conflict of interest with the work of Street Child and my work as an employee/trustee/contractor/volunteer of the organisation.

- 3.1 I will declare any financial, personal, family (or close intimate) relationships in matters of official business which may impact the work of Street Child, following the appropriate procedure as defined in the organisational Conflict of Interest Policy.
- 3.2 I will seek permission before agreeing to being nominated as a prospective candidate, or for another official role, for any political party.
- 3.3 I will not accept any additional working appointment outside of Street Child without advising management to ensure that there is no conflict of interest and that I remain within legal limits in respect to working hours.
- 3.4 I will avoid involvement in any criminal activities, activities that contravene human rights or those that compromise the work of Street Child.
- 3.5 I will comply with the laws in the UK and the country of appointment
- 3.6 If I become aware of any form of illegal activity, I will make it known to the appropriate authorities.
- 3.7 I will notify the organisation if I am charged with, or found guilty of any criminal charges during my appointment

4. Be responsible for the use of information and resources to which I have access to as a result of my appointment with Street Child.

- 4.1 I will ensure that I use Street Child information, funds and resources, entrusted to me in a responsible and cost-effective manner and account for all money and property, following the appropriate policy and procedural requirements. Resources and property include:
 - a) Money entrusted to individuals.
 - b) Vehicles.
 - c) Telephones, computers, photocopiers, and stationary.
 - d) Office equipment or equipment/resources belonging to Street Child.
 - e) Information or organisational matters that are of a confidential nature.
- 4.2 I will not share confidential information or post messages or comments that have the potential to bring the organisation into disrepute whilst using work or personal social media accounts.

- 4.3 I will ensure that at all times I use Street Child IT resources in a way that does not have the potential to bring the organisation into disrepute. This includes not using a Street Child computer/laptop or other equipment to view, download, create or distribute inappropriate or explicit material.

5. Ensure the safety, health and welfare of all Street Child trustees, employees, contractors and volunteers.

- 5.1 I will comply with all statutory health and safety requirements in place at the location of my work.
- 5.2 I will adhere to all safety and security policies, and actively inform management of any necessary changes to such guidelines.
- 5.3 I will behave in such a way as to avoid any unnecessary risk to the safety, health and welfare of myself and others, including partner organisations and beneficiaries.

I will adhere to the following policies and procedures:

Safety and Security:

- Safeguarding Policy
- Child Protection Policy
- Safety and Security Operational Guidelines
- Safety and Security Policy for my country of appointment
- Relevant risk registers
- Health and Safety

Ethical and Environmental:

- Donor Acceptance or Refusal Policy
- Equality, Diversity and Inclusion Policy
- Confidentiality Policy
- Whistleblowing Policy
- Anti-Bribery and Corruption Policy
- Anti Terrorism Policy
- Anti Money Laundering Policy
- Modern Slavery and Human Trafficking Policy
- Related Parties Policy
- Conflict of Interest Policy
- Environmental Policy
- GDPR Manual
- Social Media Policy

In case of breach of any of these terms or policies, Street Child UK personnel will be subject to the disciplinary procedure as outlined in the Street Child HR Manual. Affiliate personnel, including employees, contractors, or volunteers working within a Street Child branch will be subject to their organisational disciplinary procedures.

In accepting my appointment, I agree that I have read, understood and will adhere to the Street Child Code of Conduct. I understand that it is my responsibility to report any matters that break the standards contained in this Code of Conduct.

Full Name: Signature:

Date: