

Ethical Policy



Policy information	
Organisation	National Survivor User Network (NSUN)
Scope of policy	The policy covers NSUN's overall social and environmental ethical aims and values, and the treatment of and relationships with all stakeholders.
Policy operational date	May 2011
Policy prepared by	Sarah Yiannoullou, NSUN Managing Director Sarah Carr, NSUN Vice Chair
Date approved by Board of Trustees	May 2011
Policy review date	May 2013 / May 2017 / May 2018

1. Introduction

NSUN is a value-led organisation with shared and collective principles amongst the 4000+ members. Everyone should be able to expect to see the aims and values of NSUN reflected in the way we interact with our members, partners, supporters and society at large.

We seek to protect our reputation, ensuring members and partners have confidence in our decisions and approaches and have a clear understanding of our identity and purpose.

2. Statement

NSUN is committed to its charitable aims and ensuring a high standard of ethical and environmental practices across all activity and business. This includes:

- The provision of safe, sustainable and fair working conditions;
- The protection of individual and collective rights and interests;
- Transparent fundraising and business approaches.

NSUN will not accept a contract which is identified as unreasonably discriminatory according to the NSUN Equal Opportunities and Diversity Policy.

3. Purpose

The aim of this policy is to ensure:

- The provision of a reference point for negotiating contracts, partnerships or sponsorship;
- Regular review of the ethics of business and fundraising methods;
- Accurate description of the organisation's work;
- Accurate reporting of the source and intended use of finances;
- Mitigation against individual preferences and vested interests;
- Protection of NSUN's credibility and support.

4. Principles

NSUN has established a national user/survivor led network with the following underpinning values:

- **Solidarity** – unity or agreement of feeling or action, especially among individuals with a common interest; mutual support within a group.
- **Equality** – the state of being equal, especially in status, rights, or opportunities, while respecting difference.
- **Integrity** – the quality of being honest and having clear moral principles.
- **Diversity** – understanding that each individual is unique, and recognising our individual differences. These can be characteristics such as race, ethnicity, cultural preferences, gender and gender identity, sexual orientation, socio-economic status, age, disability, religion or belief.

5. Membership

NSUN is run by and for people with lived experience of mental distress and service use. It promotes the independent, direct and collective user and survivor voice and experiential knowledge locally and nationally.

NSUN members often live with multiple disadvantage and inequalities. Many try to make changes in their lives while also striving to constructively change wider conditions and situations for themselves and others. This core to the grand tradition of mental health service user activism.

NSUN members work to change mental health treatment and systems while campaigning to improve socio-economic conditions for people experiencing mental distress, deprivation and discrimination.

People experiencing distress and severe mental health problems are more likely to live in poverty, more likely to have challenges with the welfare benefits system, more likely to be in debt and more likely to be exposed or to have been exposed to a variety of adverse life experiences. NSUN members recognise that mental health difficulties interact with structural inequalities (such as racism, sexism and homophobia).

As a result of discrimination and historic prejudice, the people that NSUN seeks to bring together are more likely to have their citizenship and autonomy compromised, their knowledge and expertise marginalised, their rights ignored and their requests for support discounted.

Therefore, NSUN will ensure that members are informed and supported and their views are collated and communicated in an unbiased and unfiltered way by:

- Facilitating contact, exchange of information and debate between members.
- Offering information on national policy, funding sources, training, support and advice, volunteering and paid work opportunities.
- Providing user defined standards for involvement and co-production.
- Providing news about the survivor user community including events, publications, good and poor practice, initiatives and projects and other opportunities.
- Facilitating contact and brokering equal partnerships between survivor user member organisations or individuals and service providers, commissioners, practitioners, researchers, policy makers, campaigners and other allies.

- Hosting the Survivor Researcher Network (SRN) to build the national survivor research infrastructure; to provide information on opportunities and relevant studies; and to facilitate networking and partnerships in research and knowledge building.

6. Integrity

NSUN commits itself to:

- Maintaining its independence in order to effectively represent member concerns and interests
- Not entering into any relationship with a third party that poses a risk to or compromises NSUN's reputation or intellectual property
- Responsible, ethical fundraising, marketing and partnership building
- Fair and sustainable business practice wherever possible
- The most efficient and effective use of resources
- Non-proprietary business approaches that are collaborative not competitive
- Equitable, non-exploitative employment practices
- Equality of opportunity and promotion of diversity
- Ethical screening through the Charities Investment Ethics Database
<https://www.ethicalscreening.co.uk/login.aspx>

NSUN will seek to support, wherever possible:

Ecological impact:

- Businesses involved in recycling and sustainable waste management
- Renewable energy and energy efficiency
- Sustainable natural products and services (including timber and organic produce)
- The pursuit of ecological sustainability

Animal welfare:

- Businesses involved in the development of alternatives to animal experimentation
- Farming methods that promote animal welfare (e.g. free range farming)

International development:

- Businesses that engage with responsible practices in developing countries
- Fair trade and micro-finance
- Poverty reduction

7. Dignity at work

NSUN is committed to providing equal opportunities in employment and to providing a workplace that maintains a personal 'growth mindset' and is free from discrimination, harassment and bullying, where everyone is treated with dignity and respect.

NSUN complies with legislation regulating employment, hours of work and pay, including any minimum wage, allowances and benefits (including, without limitation, holidays, sick leave, child care, maternity provisions, social security) and will not seek to avoid legal obligations to employees by any means.

Staff (paid and unpaid) will be provided with clear and understandable written information about their employment conditions or volunteering arrangements (including pay and hours or

work) before commencing work. NSUN will not expect workers to work excessive hours and supports workers not ordinarily and regularly to work more than 60 hours per week (including overtime).

NSUN supports the right of workers to join or form trade unions and to organise collective bargaining in a lawful and peaceful manner and not discriminate against workers who engage in such activities.

8. Human rights

NSUN supports the principles of the International Bill of Human Rights. In line with this, we will not finance or work with:

- Any business that supports (directly or indirectly) compulsory and harmful mental health practices
- Any government body or business which fails to uphold basic human rights within its sphere of influence
- Any organisation that advocates discrimination and incitement to hatred
- The manufacture or transfer of or other equipment that is used in the violation of human rights.

9. Policy review

This policy will be reviewed annually and updated with relevant new legislation and good practice.

May 2011 / July 2017. **Next review date: July 2018**