



## BSA's Code of Ethics

### **Public benefit**

As a registered charity, staff, Trustees and volunteers of the British Science Association (BSA) have a responsibility to carry out their roles for the public benefit. Our mission, and the interests of our beneficiaries (target audiences), should be at the heart of everything we do.

We will:

- actively engage and work in partnership with existing audiences and engage, involve and listen to new and diverse audiences;
- create a culture and space where donors and supporters, as well as the wider public, can see and understand who we are for and what we do, how we deal with problems when they arise and how we spend our funds;
- support freedom of speech and debate (within the ethos of this code; the importance that the BSA places on dignity, honesty and respect; and our commitment to EDI).

### **Individual and collective integrity**

BSA staff, Trustees and volunteers should uphold the highest level of institutional integrity, transparency and personal conduct at all times.

We will:

- act in the public interest in all areas of work;
- build respectful and transparent relationships with partner organisations, governing bodies, staff and volunteers to ensure public trust in our programmes and activities;
- create a culture and space where donors<sup>1</sup> and supporters, as well as the wider public, can see and understand how we work, how we deal with problems when they arise and how we spend our funds.

### **Respect**

The BSA will treat everyone fairly and with dignity, honesty and respect.

We will:

- build an inclusive and supportive environment for our staff, trustees, beneficiaries (target audiences) and partners;
- not tolerate inappropriate, discriminatory, offensive or harmful behaviour towards any person who works for, volunteers with, or comes into contact with the charity;
- encourage our staff and trustees to value and invest in their own and their peers' health and wellbeing.

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<sup>1</sup> The BSA's Ethical Fundraising policy can be found here:  
<https://www.britishtscienceassociation.org/our-policies>

## Background to the Code and guidance for its use

This document is intended as a shared Code that staff and Trustees and other volunteers (i.e. Section volunteers) sign up to, giving us a sense of joint purpose and responsibility on areas such as our collective integrity, delivering public benefit and treating everyone fairly.

It is not intended to replace the BSA staff code of conduct (contained within the staff handbook), the Trustees' 'fit and proper persons' declaration, or our volunteer policy.

If you are concerned about a possible breach of this code, please raise the issue with the following contact:

- For staff – your line manager or Director;
- For Trustees – Chair of Council;
- For Section volunteers – the BSA's Engagement Manager.

This Code outlines a set of principles and behaviours, and is designed to sit alongside a range of other BSA policies – code of conduct; dignity at work; equality, diversity & inclusion; and gender identity – which are contained within the staff handbook.