



COMMITTEE CODE OF CONDUCT

Priority 1 Governance Document

Organisation	FND Connect
Status	Unincorporated Non-Profit Organisation
Address	133 Fable Lane, Kingswood, Hull, HU7 3PT
Document Code	FND-CODE-001
Version	1.0
Adopted	01/05/2026
Approved By	Matthew Gerdes-Hansen, Chair; Emma Wilder, Secretary
Review Cycle	As stated in this document

Controlled document. This policy should be read together with the FND Connect Constitution v1.0 and any supporting procedures adopted by the Management Committee.

Document Control

Owner	FND Connect Management Committee
Lead Responsible Person	As specified within this document
Adoption Date	01/05/2026
Review Cycle	Every 3 years - next review 01/05/2029
Linked Constitution	FND Connect Constitution v1.0
Applies To	Committee Members, officers, volunteers, advisers, representatives and anyone acting

This document is drafted for FND Connect's current status as an unincorporated non-profit organisation and should be reviewed when FND Connect incorporates as a Community Interest Company, Charitable Incorporated Organisation or other legal entity.

1. Purpose

- 1.1 This Code of Conduct sets standards of behaviour for those acting for FND Connect.
- 1.2 It protects beneficiaries, volunteers, Committee Members, advisers, the public and the reputation of the Organisation.
- 1.3 It should be read with the Constitution, Safeguarding Policy, Data Protection Policy, Conflict of Interest Policy and any role-specific guidance.

2. Who Must Follow This Code

- 2.1 This Code applies to Committee Members, officers, volunteers, moderators, advisers, public representatives, contractors where applicable and anyone authorised to act on behalf of FND Connect.
- 2.2 Acceptance of a role with FND Connect means agreement to follow this Code.

3. Core Standards

- 3.1 People acting for FND Connect must act with integrity, honesty, respect, compassion, accountability and professionalism.
- 3.2 They must support FND Connect's objects and values.
- 3.3 They must avoid behaviour that could harm beneficiaries, exploit vulnerability, undermine trust or damage the Organisation.

4. Respectful Communication

- 4.1 Communication must be respectful, inclusive and appropriate.
- 4.2 Harassment, bullying, discrimination, intimidation, abusive language, humiliation or victimisation are prohibited.
- 4.3 Disagreements should be handled constructively.
- 4.4 Particular care must be taken when communicating with people who may be distressed, isolated, disabled, neurodivergent or vulnerable.

5. Confidentiality

- 5.1 Confidential information must not be disclosed except where authorised, legally required or necessary for safeguarding.
- 5.2 Personal stories, health information, screenshots, messages, group content or support enquiries must not be shared outside authorised channels.
- 5.3 Confidentiality obligations continue after a role ends.

6. Medical Advice and Boundaries

- 6.1 FND Connect representatives must not diagnose, prescribe, provide medical treatment, offer therapy, provide counselling or advise people to stop or change medication.
- 6.2 Peer support and lived experience may be shared responsibly, but must not be presented as professional advice.

6.3 People should be signposted to clinicians, emergency services, NHS 111, 999, mental health crisis support or other appropriate services where needed.

6.4 Representatives must not create dependency or private support relationships outside agreed roles.

7. Safeguarding

7.1 Safeguarding concerns must be reported promptly in line with the Safeguarding Policy.

7.2 Representatives must not investigate safeguarding allegations themselves.

7.3 Immediate danger should be escalated to emergency services.

7.4 No person may ignore or suppress a safeguarding concern to protect reputation.

8. Use of Position

8.1 A role with FND Connect must not be used for personal gain, personal fundraising, sales, recruitment, influence or exploitation.

8.2 Personal fundraising through FND Connect channels is prohibited unless authorised.

8.3 Representatives must not imply authority they do not have.

8.4 Gifts or hospitality that could influence decisions must be declared.

9. Social Media and Public Representation

9.1 Representatives must act responsibly online when connected to FND Connect.

9.2 Public statements on behalf of FND Connect may only be made by authorised persons.

9.3 Personal opinions must not be presented as FND Connect's position.

9.4 Confidential information, internal disputes, beneficiary information and private Committee matters must not be posted online.

9.5 Content that damages trust, spreads harmful misinformation or undermines safeguarding may lead to action.

10. Conflicts of Interest

10.1 Conflicts must be declared and managed under the Conflict of Interest Policy.

10.2 A person must not use confidential information or organisational opportunities for personal benefit.

10.3 Decisions must be made in the best interests of FND Connect and its beneficiaries.

11. Money and Property

11.1 Organisational funds, donations, equipment, documents, digital assets, passwords and intellectual property must be used only for authorised purposes.

11.2 Misuse, theft, unauthorised access, unauthorised spending or unauthorised disposal of property may result in removal and reporting to appropriate authorities.

11.3 Expenses must be honest, evidenced and approved.

12. Breaches and Consequences

12.1 Concerns about conduct shall be handled proportionately.

12.2 Possible outcomes include informal guidance, informal warning, formal warning, role restrictions, suspension, removal, referral to safeguarding services, referral to police, notification to funders or other action appropriate to the circumstances.

12.3 Serious misconduct may result in immediate suspension.

12.4 The person affected should normally have an opportunity to respond, except where immediate action is required to protect safety or evidence.

13. Review

13.1 This Code shall be reviewed every three years, or sooner where required by organisational growth, serious incident, incorporation, legal change or Committee decision.

13.2 The next scheduled review date is 01/05/2029.

Approval and Adoption

This Committee Code of Conduct was approved and adopted by the Management Committee of FND Connect on 01/05/2026.

The document shall remain in force until amended, replaced or withdrawn by the Management Committee.

Signed by	Role	Signature	Date
Matthew Gerdes-Hansen	Chair		01/05/2026
Emma Wilder	Secretary		01/05/2026