

# Integrity Policy

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## 1. Purpose

The Rewilding Academy is committed to the highest standards of integrity, transparency, and ethical conduct in all its activities. This policy sets out the expectations for all individuals associated with the Academy, including board members, staff, volunteers, and partners, and provides guidance on handling conflicts of interest, misconduct, and reporting concerns.

## 2. Scope

This policy applies to:

- Board members (executive and non-executive)
- Staff and interns
- Volunteers
- Contractors, consultants, and partners when engaged in Academy activities

## 3. Core Principles

All members of the Academy are expected to:

- Act **honestly, transparently, and professionally** in all matters
- Avoid actions that could **damage the reputation** of the Academy
- Treat colleagues, partners, and beneficiaries with **respect and fairness**
- Comply with applicable laws, regulations, and internal policies

## 4. Conflicts of Interest

- Individuals must **disclose any personal, financial, or professional interests** that may conflict with the interests of the Academy.
- Conflicts should be reported to the Board of Trustees and documented.
- Decisions involving a potential conflict should be made by those **without a direct interest** in the matter.

## 5. Gifts, Hospitality, and Benefits

- Gifts, favors, or hospitality that could influence or appear to influence decisions must be **declined or reported**.
- Token gestures (e.g., small promotional items) may be accepted if they do not compromise impartiality.

## 6. Use of Academy Resources

- Academy resources, including funds, equipment, and intellectual property, must be used **only for authorised purposes**.
- Volunteers, staff, and partners must not benefit personally from Academy resources.

## 7. Confidentiality

- Sensitive information about the Academy, its partners, beneficiaries, or projects must be **kept confidential** unless disclosure is legally required or authorised.
- Confidential information must not be used for personal gain.

## 8. Reporting Misconduct

- Any suspected misconduct, unethical behavior, fraud, harassment, or policy violation should be **reported promptly**.
- Reports can be made to the Board of Trustees or a designated Integrity Officer.
- **Whistleblowers will be protected** from retaliation.
- The Rewilding Academy [Safeguarding Policy](#) applies, and all concerns must also be reported in accordance with that policy.

## 9. Compliance and Accountability

- The Board of Trustees has the ultimate responsibility for ensuring adherence to this policy.
- Breaches of this policy may result in disciplinary action, including termination of volunteer roles, contracts, or board membership.
- The Academy will regularly **review and update** this policy to ensure effectiveness and compliance with best practices.

## 10. Policy Review

This policy is reviewed at least every two years or earlier if required due to changes in governance, legislation, or operational context.

### REVISION HISTORY

All approved amendments to this Standard Operating Procedure (SOP) are documented in the table below to ensure transparency and version control:

Revision ref.	Description of revision	Effective Date of Revision

**Effective Date:** 14 May 2025

**Next Review:** 13 May 2027