Power & Integrity Code of Conduct

Interim Code for first year as an entity – for review April 2026

Our Foundation

Power & Integrity CIC is built on power-sensitive governance. We operate according to feminist leadership principles[1] that emphasise self-awareness and inclusion, and we make decisions through Sociocratic consent-based processes[2]. Our approach is fundamentally anti-oppressive with a multi-dimensional understanding of power.

Scope

This Code Commitments apply to all directors and associates of Power & Integrity CIC. In accepting any relationship with us, you agree to uphold these standards. The PI team will start from a place of accountability through support. However, where appropriate, breaches may result in termination of your relationship with Power & Integrity.

This Code of Conduct should be read alongside Power & Integrity's **Integrity Framework,** which provides the purpose, values, principles and questions that guide our practice. The Code describes the behaviours that put the Integrity Framework into action.

Our Commitments

1. **Power-Sensitive Behaviour and Integrity: I will:**

- Regularly reflect on my own relationship with power and privilege
- Be accountable for my actions and manage positional power with restraint
- Not work under the influence of substances that impair judgment

2. **Respectful Relationships: I will:**

- Treat all people with dignity and respect
- Challenge all forms of harassment, discrimination, and abuse
- Not abuse power imbalances and will work to create spaces where power is shared
- Ensure my relationships are never exploitative or abusive
- Respect all people's rights
- Raise concerning behaviours through appropriate channels
- Uphold PI's anti-oppression and feminist leadership principles

[1] Link to our website
[2] See internal guidance

3. **Transparency and Ethical Practice: I will:**
- Declare any conflicts of interest that might affect Power & Integrity's work
- Decline gifts offered due to my association with Power & Integrity. In exceptional circumstances, where it is appropriate to accept a gift, I will disclose this with an Executive Director.
- Act against all forms of corruption.
- Never provide assistance on behalf of PI in return for personal favours

4. **Responsible Resource Management: I will:**
- Use Power and Integrity's resources, information, and assets responsibly
- Exercise discretion with sensitive information
- Protect all client information, intellectual property, and business strategies.
- Respect confidentiality, by not sharing client details externally without authorisation.

5. **Collective Wellbeing: I will:**
- Prioritise the safety and wellbeing of all of colleagues and people we engage with
- Support a culture of collective care

6. **Consent-Based Decision Making: I will:**
- Honour having consent based Sociocratic Principles in decision processes
- Ensure all voices are heard through proper decision-making rounds
- Distinguish between personal preferences and legitimate objections
- Support decisions made through consent processes
- Remain open to feedback and willing to adapt my positions

My Commitment

I have read and understand this Code of Conduct. I agree to embody these principles in my work with Power & Integrity CIC, recognising that they are essential to achieving our mission

Name: _____

Signature: _____

Date: _____

Reporting Concerns: Bhavika Patel, Co-chair and Jethro Pettit, Co-chair.

Review Date: April 2026