

## Code of Ethics for Associates

This document derives from Marvellous Minds' general code of ethics. Those who are engaged to carry out work on behalf of Marvellous Minds regard themselves as bound to conform to the principles published here.

1. In all work carried out on behalf of the Marvellous Minds, the associate must take heed of the Nolan principles for those in public office, namely selflessness, integrity, objectivity, accountability, openness, honesty, leadership;
2. The associate must recognise his/her obligations to the client for whom the work is conducted and must always advise and act in the best interests of that institution or individual;
3. The associate must do nothing to compromise the reputation of the Marvellous Minds, nor to damage the trust and confidence placed in it by its clients and others it serves;
4. Marvellous Minds demands and maintains the highest ethical standards in carrying out its work on behalf of its clients and others;
5. In dealings with individuals the associate will adhere to the principles of natural justice;
6. The advice, guidance and work provided by the associate will be informed by the principles of equal opportunity;
7. A proper respect for confidentiality will not prevent the associate from raising legitimate concerns about malpractice with the appropriate authority;
8. Where issues become known to the associate which may affect the operation of the Marvellous Minds, or the service it provides, he/she must, subject to the above principles, inform the Programme Director.