**Statement of Values and Standards (updated 070724)**

The Trustees of Nehemiah Construction Ministries UK (NCM UK) aim to work to the highest possible standards with integrity and transparency. We have identified a set of corporate Quality Standards in support of our vision and the delivery of our strategy which are in keeping with the organisational characteristics we aspire to and which summarise all of the relevant external and internal accountability and quality standards, codes, guidelines and principles to which we are committed:

Our Quality Standards are embedded within our core values. We bear witness to the coming Kingdom in who we are, what we say and do and the way we do it, as we work towards whole life transformation. This starts with outworking our core values, being Christ-centred, servant-hearted, compassionate, courageous and truthful. The way each of our Quality Standards are outworked should demonstrate these core values.

**Behaviours**

We expect the highest standards of personal and collective behaviour across all of our work. In upholding our core values, we stand against all forms of exploitation, abuse, fraud, bribery and any other conduct which is incompatible with them. We strive to transfer power to the people we serve; to transform our own, our partners’ and communities’ attitudes and behaviours on inclusion, participation, accountability, gender and learning.

**Impartiality & Targeting**

We are committed to impartiality, providing assistance to the most vulnerable without regard for race, religion, ethnicity, ability, age, gender, sexuality, or nationality. We target our work on the basis of need of access to clean, safe water, and proactively work to support those who would otherwise be marginalised or excluded, in particular those living with disability, children, the elderly.

**Accountability**

We are committed to ensuring all our work is based upon effective communication with, participation of and feedback from the communities we serve. It is important that all interventions are transparent and based upon continuous learning. We also hold ourselves accountable to our partners, donors, supporters and colleagues, and to all those with whom we relate and interact and those in poverty.

**Gender**

We are committed to progressing gender equality, the restoration of equal relationships between men and women, boys and girls, to inspiring transformation in communities and ensuring equal value, participation, and decision-making in all aspects of life. In all our programmes we actively seek to challenge gender inequality, harmful beliefs and values, and work towards gender justice in a systemic way.

**Empowerment**

We are committed to community-led and participatory approaches to development and Christ-like response for sustainable lasting impact that is based on root cause analysis. We encourage participation from all members of a community and strive to support beneficiaries to have control over their own development at all levels, from local development activities through to local, national, and regional advocacy.

**Technical Quality**

We are committed to the high technical quality of all our work, and the work of partners, through meeting relevant national and international standards aligned with communities’ own priorities. We will continuously learn to improve and identify good practice that is demonstrated to have good impact to replicate elsewhere.

**Resilience**

We are committed to helping people understand, manage and reduce the risks they face – both large and small scale - as well as address the drivers of vulnerability. This includes supporting people and communities in developing resilient livelihoods that are economically and environmentally sustainable.

**Protection**

We are committed to restoring relationships and building safe and secure communities. We seek to prioritise the protection of all - especially the most marginalised and vulnerable adults and children - from physical, social and psychological harm. We will take steps to assess risks and avoid any adverse effects of our work which might expose people to danger or lead to abuse. We believe that community members are the best actors in their own protection and will support their actions to stay safe, find security and restore dignity.

The purpose of these NCM UK Quality Standards is to ensure that those we serve benefit from the increased quality, effectiveness and impact of the work that we undertake. Our Quality Standards provide us with a framework: serving as a tool for volunteer and staff recruitment, induction, training and performance management; serving as a tool for partner capacity development; to inform the work of project designers; and as a critical part of project monitoring, evaluation, learning and continuous improvement. In supporting our partners, NCM’s approach is not to impose but to facilitate support to partners with whom we share our commitment to good practice and improvement, and to seek to improve the quality of our partnerships. They are not intended to be used as a 'pass/fail' checklist and the framework recognises that questions of quality rarely involve simple 'yes/no' answers, but require analysis, transparency and continual improvement.

The Trustees endeavour to produce a corporate action plan each year following a review of the previous year, for identifying our improvement commitments so to address areas where more work is needed, in conjunction with our partners and other specialists. Each commitment is supported with good practice guidance, case examples and key learning points, which are intended to provide practical support for their implementation.

**INTERNATIONAL CODES AND STANDARDS**

As well as setting high standards for us in our Quality Standards, the Trustees recognise and adhere to the following range of internationally recognised operating regulations, codes and standards as they enshrine our principles of respecting the people we work with. These have helped to shape our choice of Quality Standards: · The UN Convention on the Rights of the Child, adopted in 1989, sets out the rights of children relating to basic human rights, civil rights/freedoms, the family, health and welfare, education and leisure and special protection.

· On 10 December 1948, the General Assembly of the United Nations adopted and proclaimed the Universal Declaration of Human Rights as a common standard of achievement for all peoples and all nations. · The UN Guiding Principles on Internal Displacement identify rights and guarantees relevant to the protection of persons from forced displacement and to their protection and assistance during displacement as well as during return or resettlement and reintegration. · The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was adopted in 1979 by the UN General Assembly, defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination.

· The appropriate UK legal obligations as set out by regulatory bodies as the Charity Commission for England and Wales, by HMRC and by the Information Commissioner’s Office for UK charities undertaking operations as NCM.

**STAKEHOLDERS AND AFFILIATIONS**

We wish to hold ourselves to account to our main stakeholders for these standards and will make them publicly available on our website, News and Prayer Updates and in Annual Reports. They are:

· Project participants: the standards selected are first and foremost to be responsive to the needs and priorities of project participants (via our partners).

· Our partners

· Our supporters (via the website).

· Our institutional donors (via project proposals and reports).

· Our volunteers (via volunteer induction and ongoing internal communications).

· Our Board (via Board Meeting Agenda items and meetings together ongoing internal communications).