



Registered Office:
Oshwal Centre
Oshwal House
Coopers Lane Road
Northaw
Herts
EN6 4DG

Hon. President: Rमित Devchand Shah
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1. Background

Oshwal Association of the U.K. (OAUk) is the largest Jain organisation in the U.K. It was established in 1967 and registered as a charitable organisation in 1974, under Charity No. 267037.

The Charity Objectives in summary are:

The advancement of the Jain Religion in the U.K.

The relief of poverty, advancement of education and the protection of health.

OAUk currently has approximately 16,000+ registered members and the overall population is estimated at 27,000. For administration purposes, the Association is divided into 9 Areas. The governance and administration of Association is dealt with by the Executive Committee and each Area is managed by an Area Committee which reports into the Executive Committee who are also the Charity Trustees.

2. Work carried out by OAUk

OAUk carries out regular activities for the welfare and benefit of its members including religious activities, the running of Gujarati Schools, Adult education classes, seminars on health and welfare, events for the elderly, sports clubs for the children and various cultural and heritage programmes.

The Association also promotes charitable work and raises funds for animal welfare, education and health care for those in need. At times of natural disasters and catastrophes' the community has raised substantial sums to assist such causes.

3. Introduction

At OAUk, we are committed to the highest ethical standards in all aspects of our work. This Ethics Policy outlines the values and principles that guide the behaviour and decisions of all individuals associated with the charity, including staff, volunteers, board members, contractors, and partners. Our goal is to ensure that we operate with integrity, transparency, and accountability in pursuit of our charitable mission.

4. Purpose

The purpose of this Ethics Policy is to:

- Ensure that the charity operates in a manner that upholds its members trust and confidence.
- Provide clear guidance on ethical conduct for everyone involved with the charity.
- Promote a culture of honesty, respect, and fairness in all interactions and decisions.



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5. Core Ethical Values

5.1 Integrity

- We commit to honesty, transparency, and consistency in all our activities, communications, and relationships.
- We will not engage in any activities that could undermine the charity's reputation or mission.

5.2 Accountability

- We will take responsibility for our actions and decisions, ensuring that we are transparent about the use of resources and the impact of our work.
- We will keep accurate records, report financial matters truthfully, and comply with all legal and regulatory requirements.

5.3 Respect

- We will treat all individuals with respect, regardless of their background, beliefs, or personal circumstances.
- Trustees will be given the opportunity to air their views, including differences of opinion in closed-room meetings without the fear of recrimination
- We will foster an inclusive, supportive, and collaborative environment for fellow trustees, staff, volunteers, and those we serve.

5.4 Fairness

- We will make decisions based on fairness, equity, and equal opportunity for all stakeholders.
- We will avoid conflicts of interest and ensure impartiality in our decision-making.

5.6 Confidentiality

- We will respect the privacy and confidentiality of individuals, including staff, volunteers, donors, and beneficiaries, and handle sensitive information with care and responsibility.

6. Code of Conduct

6.1 Professional Conduct

- All individuals associated with the charity must act in a professional, respectful, and responsible manner in all interactions, both internal and external.
- Discriminatory, harassing, or abusive behaviour will not be tolerated under any circumstances.



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6.2 Conflicts of Interest

- Board members, staff, and volunteers must avoid situations where personal interests conflict with the interests of the charity.
- Any potential or actual conflicts of interest must be disclosed to the Board or relevant authorities immediately.
- Decisions should be made based on what is in the best interest of the charity, not personal gain or advantage.

6.3 Financial Integrity and Transparency

- We will ensure that financial transactions and donations are accurately documented, transparent, and properly accounted for.
- Funds and resources will be used in line with our charitable objectives, and all expenditures will be regularly monitored and audited.
- All fundraising efforts will be ethical, and donations will be used in accordance with the donors' wishes and the charity's goals.

6.4 Anti-Corruption and Bribery

- OAUk has a zero-tolerance policy towards bribery and corruption. We will not engage in or tolerate any form of bribery, kickbacks, or improper influence.
- Any gifts, entertainment, or benefits received should be modest and not influence any decisions or actions.

7. Safeguarding and Protection

7.1 Safeguarding Vulnerable Individuals

- We are committed to safeguarding the well-being of vulnerable individuals, including children and at-risk adults, within the scope of our work.
- All staff and volunteers will undergo appropriate safeguarding training, and we will maintain clear policies for reporting and addressing safeguarding concerns.

7.2 Health and Safety

- We will ensure a safe working environment for staff, volunteers, and anyone interacting with the charity, adhering to health and safety laws and best practices.

8. Environmental Responsibility

OAUk is committed to reducing our environmental impact. We will:

- Strive to be environmentally responsible in our operations, including reducing waste and energy consumption.

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Registered in accordance with the Charities Act, 1960 | Charity Registration Number 267037



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- Promote sustainability in our activities and encourage eco-friendly practices within our team, volunteers, and partners.

9. Relationships with Stakeholders

9.1 Donors and Fundraisers

- We will be transparent with our donors regarding how their funds will be used and will provide regular updates on the impact of their donations.
- We will not engage in misleading or coercive fundraising practices. All fundraising activities will be conducted with integrity and respect for our donors.

9.2 Beneficiaries

- We will act in the best interests of our beneficiaries, providing them with services and support in a dignified and respectful manner.
- We will listen to the voices of those we serve and ensure that our work meets their needs and preferences.

9.3 Partners and Contractors

- We will engage with our partners and contractors with integrity, ensuring that they adhere to similar ethical standards as outlined in this policy.
- We will carefully select partners who share our values and work towards common charitable goals.

10. Reporting

10.1 Reporting Unethical Behaviour

- We encourage individuals to report any unethical behaviour or violations of this policy. We will investigate all reports promptly and fairly.
- Reports of unethical behaviour will be treated with the utmost confidentiality and investigated in a fair and transparent manner.

11. Training and Awareness

We will ensure that all staff, volunteers, and board members receive regular training on the contents of this Ethics Policy and on best practices for ethical behaviour. Training will be conducted at least once per year and whenever there are significant changes to the policy.

12. Compliance and Enforcement



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Failure to comply with this Ethics Policy may result in disciplinary action, up to and including dismissal or termination of the role. OAUK will ensure that all breaches of ethical conduct are taken seriously and appropriately addressed.

13. Policy Review

This Ethics Policy will be reviewed annually by the Board of Trustees to ensure that it remains up-to-date and relevant. Any changes to the policy will be communicated to all relevant stakeholders.

Approved by: [Name], [Position]

Date: [Date]

By adhering to this Ethics Policy, OAUK aims to foster a positive, accountable, and responsible environment for everyone involved, ultimately supporting our mission to create a lasting and positive impact in the communities we serve.