

STANDARD NAME: Code of Good Practice
APPROVED BY: Co-Directors
POLICY OWNER: Co-Directors

CATEGORY: Human Resources
APPROVED: December 11, 2013
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1. INTRODUCTION

World Renew is committed to providing high-quality humanitarian, development and advocacy programmes and to working in an open and accountable way. World Renew is a Christian organisation, founded on core values that are grounded in our Christian faith and which guide our work. We have a responsibility to be accountable to the individuals and communities with whom we work, to those who support us and to each other.

2. PURPOSE AND SCOPE

The World Renew Code of Good Practice is an organisational-level commitment to continuous improvement and movement toward best practice principles. It complements the World Renew Code of Conduct, which serves as a guide for individual World Renew employees to make ethical decisions in their professional lives and, at times, in their private lives.

The World Renew Code of Good Practice sets out the values, principles and commitments that guide the humanitarian, development and advocacy work of World Renew. It outlines the professional and ethical standards to which World Renew is committed. World Renew will self-evaluate its efforts and progress toward each principle.

The Code of Good Practice outlines World Renew's principles in four key areas:

- i. Overarching Principles – the fundamental principles that guide our work
- ii. Organisational Principles – the principles that set the standards for World Renew's professional management and leadership and that provide the foundations for effective and accountable programming
- iii. Programmatic Principles – the principles that guide World Renew's programmes
- iv. Relational Principles – the principles that support World Renew engaging in collaboration, cooperation and partnership with other organisations

3. WORLD RENEW PRINCIPLES

i. Overarching Principles

World Renew commits to...

- i. Acting in ways that respect, empower and protect the dignity, uniqueness, and the intrinsic worth and human rights of every woman, man, girl and boy
- ii. Working with communities and individuals on the basis of need and human rights without any form of discrimination, ensuring that the capacities and capabilities of communities are considered at all times, and especially targeting those who suffer discrimination and those who are most vulnerable
- iii. Speaking out and acting against those conditions, structures and systems which increase vulnerability and perpetuate poverty, injustice, humanitarian rights violations and the destruction of the environment
- iv. Working in ways that respect, strengthen and enable local and national-level capacity
- v. Not using humanitarian or development assistance resources to further a particular religious or political partisan standpoint
- vi. Upholding the highest professional, ethical and moral standards of accountability, recognising our accountability to those with whom we work, to those who support us, to each other, and ultimately to God
- vii. Meeting the highest standards of truthfulness and integrity in all of our work
- viii. Endeavouring not to act as instruments of government foreign policy

ii. Organisational Principles

World Renew commits to...

- i. Responsible and transparent governance and management including upholding the highest ethical standards and being accountable to all stakeholders
- ii. Developing and maintaining the organisational capacity necessary to support development and humanitarian programmes in terms of mobilisation of resources¹ and creating management conditions to achieve strategic objectives
- iii. Acting in ways that will protect God's creation, restore the environment and respect human rights
- iv. Promoting gender equality as a common value and gender mainstreaming as a method of work
- v. Taking responsibility and holding ourselves accountable for guarding the safety, dignity and security of our paid staff and volunteers
- vi. Mainstreaming protection in all work and, at a minimum, ensuring mechanisms are in place to prevent and respond to sexual exploitation and abuse and other forms of gender-based violence

- vii. Making a concerted effort to engage with churches and their local ministries, recognizing their role in providing religious and spiritual care as well as essential humanitarian and development assistance to local communities
- viii. Ensuring that our human resources policies conform fully to relevant international and national labour regulations and apply good voluntary sector practices in terms of employee and volunteer rights, equal opportunity, and health and safety at work
- ix. Evaluating the performance of all staff on a regular basis
- x. Managing financial resources in an efficient, transparent and accountable manner
- xi. Reflecting in communication and fundraising materials the dignity, resilience and initiative of affected communities

iii. Programmatic Principles

World Renew commits to...

- i. Upholding human rights and high ethical and programmatic standards in all of our work (as relevant), such as the Universal Declaration of Human Rights, Code of Conduct for the International Red Cross and Red Crescent Movement and NGOs in Disaster Relief, Sphere Standards, the ACT Alliance Principles of Partnership, the ACT Code of Conduct, and all other ACT Alliance and World Renew policies and codes¹
- ii. Listening to, and incorporating into all stages of programmatic work, the perspectives of those women and men, boys and girls, whose lives are affected by crises, poverty, exclusion, rights deprivation and injustice and supporting them as they claim their human rights and work to improve their situations and overall wellbeing
- iii. Addressing the root causes of poverty, rights deprivation, injustice, and exclusion in appropriate ways, including working for relevant changes within both formal and informal institutions
- iv. Working to ensure that appropriate and timely support reaches the most deprived men, women, boys and girls within communities
- v. Proactively seeking equal and meaningful participation of women and men from the communities with whom we work in initiatives and decisions that affect their lives and livelihoods, making a concerted effort to include those who are disproportionately excluded in their society
- vi. Working in ways that empower people to expand their democratic participation and ability to influence policies that affect their lives
- vii. Promoting an integrated, community-based approach to our work, in which development and humanitarian assistance and related advocacy work, recovery, reconstruction and disaster risk reduction are linked
- viii. Using work approaches that develop community capacity, strengthen existing community capacity and prioritise the use of local resources (human, material, cultural etc.)
- ix. Using approaches that minimize the possibility of long-term beneficiary dependence upon external aid

1 see <https://worldrenew.net/policies-and-standards>

- x. Enabling the active participation of communities in determining appropriate self-protection and risk reduction measures
- xi. Working to foresee and understand the impact of our work on existing and potential conflicts and inequalities, incorporating “Do no harm” principles in our work and, where appropriate, grasping opportunities to support peace
- xii. Using approaches that promote environmental sustainability for present and future generations and that assist vulnerable communities to adapt to climate change and reverse the effects of environmental degradation
- xiii. Ensuring the people with whom we work have access to information about World Renew, its programmes, its budget, funding sources, how they can give feedback or complain and how they can participate in World Renew work
- xiv. Ensuring rigorous, high quality standards in all our work and having effective systems for planning, monitoring and evaluating
- xv. Using evidence-based approaches and best practices and investing in organisational learning and innovation to continuously improve program quality and effectiveness
- xvi. Using moral and ethical business practices when relating to and cooperating with other organisations, including NGOs, UN agencies, the private sector and the military
- xvii. Working in a complementary and collaborative manner with other national and international development and humanitarian institutions and agencies

iv. Relational Principles

World Renew commits to...

- i. Nurturing and sustaining partnerships to support more effective, fair and satisfying ways of working with partners with an emphasis on greater sharing of power, learning and knowledge
- ii. Being transparent with, listening to, learning from and sharing experiences with our local partners and with other organisations, including members of the ACT Alliance and Integral Alliance, in order to improve the quality of our work
- iii. Building relationships, strengthening effectiveness, working collaboratively and adopting complementary strategies in our work
- iv. Recognising and valuing the unique gifts that each of us has been given
- v. Building and sustaining transparent and accountability-based relationships to support coordinated and effective humanitarian, development and advocacy responses
- vi. Strengthening the capacity of churches who are responding to the developmental needs of their communities, paying particular attention to enhancing the capacity of ecumenical organisations and supporting programmes undertaken by multi-faith groups