



The Charities Governance Code

We, the Board of Directors, of BeLonG To Youth Services commit to:

Principle 1: Advancing charitable purpose

We do this by:

By being clear and consistent about our purpose to bring about a world where all LGBTI+ young people are equal, safe, and valued in the diversity of their identities and experiences. We communicate this to our stakeholders, design multi-annual strategic plans to focus our efforts which are supported by annual operational plans.

Principle 2: behaving with integrity

We do this by:

Having an agreed set of values for our organisation that include Integrity, Honesty, and Openness. We have a conflicts of interests and loyalty policy which applies to all of our board and senior staff and a code of conduct for, staff, volunteers, and board members.

Principle 3: Leading people

We do this by:

Being clear about the roles of everyone (paid and voluntary) working in and for the organisation. Having appropriate systems to support and direct the individuals working for the organisation, recognise their contributions, and guide their collect efforts towards achieving our vision.

Principle 4: Exercising control

We do this by:

Setting the strategic direction of the organisation and delegating the implementation of annual plans to the CEO and staff team. We have put in place systems to monitor progress towards agreed objectives, provide for financial and risk oversight and specified the limits of any delegated authority.

Principle 5: Working effectively

We do this by:


Annually reviewing the performance of the Board as a whole, reflecting on the skills around the board table and identifying gaps that might hold us back from achieving our mission and taking steps to remedy this deficit. We ensure we have complete and accurate information in the Boardroom to that we can take informed decisions about the future direction of the organisation.

Principle 6: Being accountable

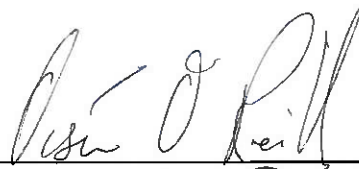
We do this by:

A zealous commitment to openness. We publish our annual reports and financials in easy to read and understand formats on our website and in print to all donors and stakeholders. We are not afraid to admit if we have made a mistake and welcome feedback as part of our commitment to continuous improvement in everything we do.

We confirm that our organisation is committed to the standards outlined in these principles. We commit to reviewing our organisational practice against the recommended actions for each principle every year.



Chairperson of Board
Date: 23-10-2019



Secretary of the Board
Date: 23/10/2019