



Mission Statement and Values

Disaster Aid UK & Ireland is one of the founding partners of Disaster Aid International (DAI). DAI is an international organisation, involving Rotary Clubs around the world, with the **mission** to:

- Respond to disasters with the supply of humanitarian aid to the affected communities and/or individuals.
- Work in partnership on humanitarian projects funded by other organisations including Rotary clubs and Rotary districts.

We have adopted “**The Four-Way Test**” of Rotary International as a basis for how we operate. The 4 questions asked in the **test** are:

Of the things we think, say or do:

- 1. Is it the truth?***
- 2. Is it fair to all concerned?***
- 3. Will it build goodwill and better friendships?***
- 4. Will it be beneficial to all concerned?***

Values

There are four **values** that underpin our behaviour and are the standards expected of those who represent us. Each value has indicators to show positive behaviour.

1) Integrity:

I always act in line with the standards of professional behaviour.

I demonstrate courage in doing the right thing, even in challenging situations.

I enhance the reputation of the organisation and our country partners through my actions and behaviours.

I challenge colleagues whose behaviour, attitude and language falls below the organisations expectations.

I am open and responsive to challenge about my actions and words.

I declare any conflicts of interest at the earliest opportunity.

I am respectful of the authority and influence my position gives me.

I use resources effectively and efficiently and not for personal benefit.

I respect the confidentiality of the organisation’s knowledge and data I will not share it outside the organisation without expressed permission.

2) Impartiality:

I consider the needs of other individuals and their requirements in all of my actions.

I understand that treating everyone fairly does not mean everyone is treated the same.

I always give people an equal opportunity to express their views.

I communicate with everyone, making sure the most relevant message is provided to all.

I value everyone's views and opinions by actively listening to understand their perspective.

I make fair and objective decisions using the best available evidence.

3) Service Delivery:

I act in the interest of survivors, first and foremost.

I am motivated by serving survivors, ensuring that I provide the best service possible at all times.

I seek to understand the needs of others and to act in their best interests.

I adapt to address the needs and concerns of different communities.

I tailor my communications to be appropriate and respectful to my audience.

I take into consideration how others want to be treated when interacting with them.

I treat people respectfully regardless of the circumstances.

I share credit with everyone involved in delivering services.

4) Transparency:

I ensure that my decision-making rationale is clear and considered so that it is easily understood by others.

I am clear and comprehensive when communicating with others.

I am open and honest about my areas for personal development, and I strive to improve.

I give an accurate representation of my actions and records.

I recognise the value of feedback and act on it.

I give constructive and accurate feedback.

I represent the opinions of others accurately and consistently.

I am consistent and truthful in my communications.

I maintain confidentiality appropriately.

Dated: April 16, 2021