

October 2025

## **SWI Code of Conduct**

Each one of us shapes our culture through our words and actions.

The SWI Code of Conduct is built around the recognition that everything we do should be measured against the highest possible standards of ethical conduct, and it builds on our heritage of women supporting women.

By updating our practices, we can operate ethically and fairly in all circumstances. Our commitment to the highest standards helps us host great events, work with great people, retain loyal members, and attract new members.

Our reputation for ethics and integrity – built over more than a century – provides a foundation to continue SWI's essential role in society, now and for future generations of women. We are all keepers of this important legacy, and your understanding and application of our Code of Conduct is one of the most critical ways we can uphold this responsibility.

The following principles are vital to achieving this whenever we are interacting with the SWI or representing the organisation in-person or online:

1. Prioritise the interests of the SWI in all actions and decisions.
2. Uphold the values of the SWI, including the promotion of women's empowerment through friendship, education, sharing, and enjoyment.
3. Treat everyone with kindness, respect, and consideration.
4. Foster an environment of partnership and cooperation by working collaboratively with others.
5. Use language which is inclusive, polite, and respectful of all.
6. Share views, comments, and feedback in a respectful and appropriate manner, considering the perspectives of others.
7. Show respect for all participants at all times, regardless of differences in opinion or background.
8. Recognise that mistakes may occur and be open to learning from them.
9. Raise any concerns or complaints promptly either during the event or through the official SWI complaints process.
10. Adhere to all applicable SWI policies.



11. Contribute to creating a welcoming environment for all, including new and prospective members.
12. Carry out all activities with the SWI vision statement in mind.
13. Refrain from engaging in any behaviour that could bring the SWI into disrepute.

Thank you for your dedication to these principles and for everything you do to make the SWI one of Scotland's leading member-led organisations.

Please note: The SWI maintains a zero-tolerance policy for harassment, bullying, and discrimination of any kind, including racism, homophobia, and transphobia. Any such behaviour will be promptly reported and thoroughly investigated.

#### **SWI vision statement**

All women can find opportunities with Scottish Women's Institutes, an internationally recognised and well-respected membership organisation that is ambitious, relevant, and inclusive.

#### **Our mission**

Scottish Women's Institutes have a rich history across Scotland's communities, promoting education and connecting women locally and nationally to improve their quality of life through friendship, education, sharing and having fun.

#### **Our aims**

- Build inclusive, diverse communities for women and girls
- Advance education and skills
- Provide a platform for social activities and networking
- Promote the preservation and development of our cultural heritage
- Campaign and work with like-minded organisations at home and abroad