

Ethics Policy & Procedure

Ethics Policy

In pursuit of its mission, Marwell Wildlife undertakes a broad range of activities for which there is an ongoing need to consider ethical issues. This encompasses, among other things, animal welfare, research, education, direct social and environmental impacts, use of sensitive personal data, and the wellbeing of all people connected with the organisation.

Our holistic Ethics Policy is designed to help us 'do positive good' and 'prevent harm' in the course of our activities. This is achieved through consideration of 'cost-benefits', although additional criteria may be used when evaluating animal welfare.

In carrying out its activities, Marwell will comply with all relevant legislation, and adhere to recognised guidelines for best practise. Ethical issues will be addressed in specific policies and procedures such as those governing animal welfare; population management; research; sustainability; ethical purchasing; and the register of interests for senior staff and Trustees. Guidance and training will be provided to ensure that staff can consider and review ethical questions, and come to appropriate outcomes.

An Ethics Committee, comprising internal and external members, will meet regularly to consider ethical issues, review policy, and promote healthy and open debate.

Ethical Review Procedure

1. Any member of staff can raise an ethical question – one that challenges whether the way we do something is right or wrong, or addresses a dilemma arising from a new situation.
2. The question should be discussed with your line manager and an ethical review undertaken and documented using the form below. If possible, it is best to invite a third person (or more if appropriate) to help with the review to ensure a range of perspectives are considered.
3. The situation can be resolved between the member of staff raising the question and their line manager if: (1) they are in agreement on the outcome and (2) it clearly falls within their decision-making authority. Otherwise, or if in any doubt, the question must be

referred to the next senior person, and if needed escalate to the Chief Executive, Ethics Committee or Board of Trustees.

4. Ethical reviews will be collated and shared with the Ethics Committee at their next meeting as part of the monitoring process.

Ethical Review
Date of review:
Question raised by (name):
In discussion with (name(s)):
Identification: <i>(Please summarise the issue, ideally in the form of a question or simple statement, and note whether this is an existing or new situation).</i>
Consideration: <i>(Please describe the situation in more detail. This may include an explanation of different perspectives, and might if appropriate refer to value judgements such as respect, dignity or fairness)</i>
Evaluation: <i>(Please explain how you reached your conclusion, making reference to any relevant policies or methods of assessment. In all cases, there should be a clear assessment of 'costs' or harm likely to be experienced by people, animals or the environment, versus the 'benefits' or gains from the outcome.</i>
Conclusion: <i>(Please summarise your findings and decisions)</i>
Outcome: <i>(Please state resulting actions if appropriate, or if no change is required)</i>
Signed & agreed: <i>(Please print names & job titles of everyone involved in the review & provide signatures to show agreement with the outcome):</i>