

Business Policy	
Policy Level	One
Policy Category	Business
Policy Authority	Board
Lead Committee	Senior Leadership Team
Lead Director	Phillipa Spicer
Approved Date	22/07/2024
Review Date	31/07/2026

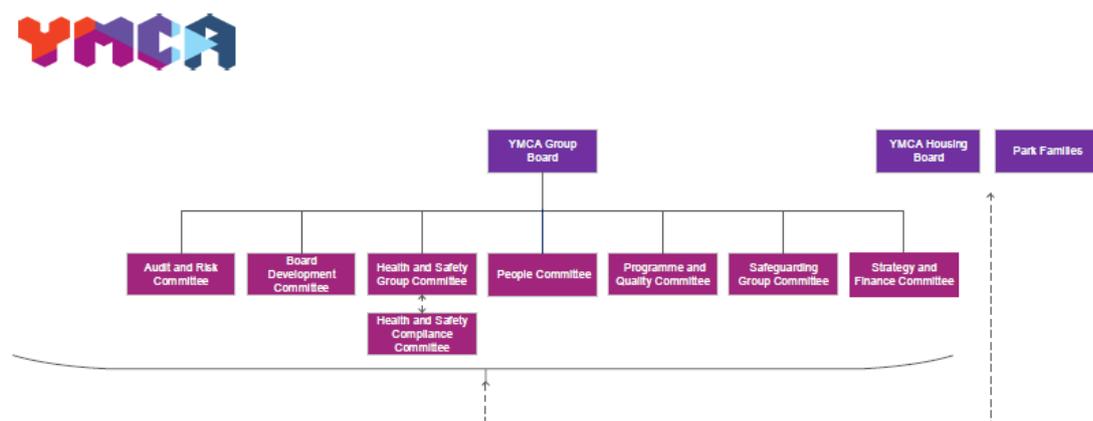
Our policy is to provide a fair, ethical and legal framework for the delivery of our business. We will ensure our assets and resources are used appropriately and efficiently for their designated purpose. We will work to balance the needs of stakeholders, beneficiaries, and staff.

We will comply with relevant legislation, in particular the Charities Act 2022, Regulator of Social Housing Regulatory Standards, the Fundraising Regulator and the Companies Act 2006.

To this end, we will:

- Ensure we have a suitably qualified and experienced board of trustees.
- Ensure we have a suitably qualified and experienced senior staff team.
- Actively ensure the safety of our customers’ data, our assets and other resources.
- Identify, assess and mitigate against key business risks
- Actively assess the ethical nature of all areas of our business and benchmark these against the YMCA Way.
- Seek to engage with stakeholders, beneficiaries and staff, utilising suitable tools.

The governance structure of YMCA Fairthorne Group is depicted in the diagram below. This is regularly reviewed to ensure the structure meets the needs of the organisation.



This policy is supported by the following policies and guidance:

- Anti-fraud and Corruption Policy Level 2
- Business Rates Policy Level 2
- Company Vehicle Policy Level 2
- Complaints Policy Level 2
- Data Protection & Information Security Policy Level 2
- Digital Engagement Policy Level 2
- Financial Controls Policy Level 2
- Fundraising Policies Level 1 & 2
- Inclement Weather and Travel Disruption Policy & Procedure Level 2
- Business Risk Guidance and Risk Register