Careerchat(UK) has a Duty of Care to Clients, Colleagues, Organisations, Associates and contractors. Associates and contractors have a duty of care and are expected always to act in the best interests of clients of CareerChat(UK).

Associates and contractors must develop and maintain professional and supportive working relationships with colleagues both inside and external to their own organisation and respect the contributions of other associates or contractors working on behalf of CareerChat(UK).

CareerChat(UK) are members of The British Evaluation Research Association (BERA), The UK Evaluation Society (UKES) and the Career Development Institute (CDI). We endeavour to uphold the highest professional standards and to adhere to the [CDI Code of Ethics](https://dmhassociates.org/wp-content/uploads/2020/05/Code_of_Ethics_update_2018-web.pdf), the [BERA “Ethical Guidelines for Education Research](https://dmhassociates.org/wp-content/uploads/2020/05/BERA-Ethical-Guidelines-for-Educational-Research_4thEdn_2018.pdf)” and the 8 principles as set out by the UKES in their “[Society Guidelines for Good Practice in Evaluation](https://dmhassociates.org/wp-content/uploads/2020/05/UK-Evaluation-Society-Guidelines-for-Good-Practice-in-Evaluation.pdf)”.

1. Clarity: Evaluations are designed, conducted and reported with a clear purpose that is transparent to all who are part of the evaluation.
2. Integrity: The practice of evaluation demonstrates responsibility to participants according to agreed ethical principles and assure the veracity and validity of the findings.
3. Independence: Evaluations are independent of vested interests and power differences.
4. Accessibility: Findings of evaluations are made available in the public domain and communicable to agreed audiences
5. Trust: Evaluations conducted always proceed with full trust which is developed and nurtured through agreed ethical procedures for conduct and reporting that are fair and just to all.
6. Equity: The conduct of evaluation respects the perspectives and human dignity of all participants and stakeholders, irrespective of their position in professional contexts or social structures.
7. Transparency: The principles underlying all evaluations, approaches, ethical practices, limitations and uses are made explicit to all stakeholders .
8. Diversity: Evaluations conducted respect cultural, gender and age differences and strive to include all relevant standpoints including those of the traditionally disenfranchised, marginalised or hard to reach.