Doctors of the World UK

Policy and Advocacy Department

National Health Advisers Group

Our Ethical Commitments

2026 to 2028 Pathway for Change

Co-produced Group Priorities and Work Direction Framework Document

'Official record of the NHAs priorities submitted to doctors of the world on May 2026'

This document has been co-designed by the Doctors of the World UK National Health Advisers.

The following contributors should be acknowledged when referencing this document:

Patricia, Esther, Rajaa, Anne, Annie, Olivia, Abimbola, Trinity, Geri, Jeanne, Shola, Olivia, Habibur, Oladapo, Sonia, Rachel, Shames, Zahra, Niloha, Issa, Rukyat, Zahra, Janet, Nada, Kuruna, Isra, and Hassan.

Co-facilitated by Isra Al-Sharabi and Hassan Hussain.

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Our Values

As members of the National Health Advisers (NHAs) Network, our values guide how we work together, support one another and contribute to the network. We recognise that everyone brings different experiences, perspectives and journeys. Our aim is to create a space where people feel respected, supported and able to participate in ways that feel safe and meaningful for them.

- **Honesty and Integrity:** We commit to being honest and embody the value of grounded authentic, transparency and centring our lived experiences genuinely to shape our contribution but also our overall engagement to create safe space with[in] doctors of the world and our each other's.
- **Respect** - We treat one another with dignity and recognise the value of every person's experiences, voice and contribution.
- **Empathy and Compassion** - We approach each other with care, patience and understanding, recognising that people may carry different life experiences and challenges.
- **Inclusivity and Fairness** - We welcome and respect people from all backgrounds and ensure that everyone is treated fairly and has the opportunity to take part.
- **Integrity and Accountability** - We act honestly, take responsibility for our actions and support a culture of trust within the network.
- **Collaboration** - We work together, support one another and recognise that our collective voices are stronger when we act as a community.
- **Transparency** - We aim to communicate openly and clearly so that everyone understands what is happening within the network.
- **Reliability and Consistency** - We try to follow through on our commitments and be dependable in the ways we contribute.
- **Power Awareness** - We remain mindful of power and privilege, and we aim to create space where everyone can speak and be heard.
- **Confidence and Contribution** - We encourage one another to share ideas, experiences and knowledge that can strengthen the work of the network.
- **Creativity and Motivation** - We bring curiosity, ideas and energy to the network and support new ways of thinking and working.

- **Good Communication** - We listen with respect, speak thoughtfully and create space for constructive and supportive dialogue.
- **Collective Responsibility** - We care about the wellbeing of the network and support one another in building a strong and respectful community.

Our Commitments

Within the National Health Advisers Network, we commit to building a space where people feel safe, valued and supported to take part.

- **Creating a Safe and Supportive Space** - We aim to create an environment where everyone feels safe, respected and able to participate without fear of judgement.
- **Practising Professionalism** - We engage respectfully with one another and aim to contribute in a responsible and constructive way.
- **Building Trust** - We are honest and reliable in our interactions and work to build trust with one another.
- **Maintaining Confidentiality** - We respect people's privacy and do not share personal or sensitive information outside the network without permission.
- **Being Non-Judgemental** - We listen openly to different views and experiences, recognising that everyone's journey is different.
- **Respecting Diversity** - We recognise and value the diversity of cultures, identities, experiences and perspectives within the network.
- **Valuing Each Person** - We acknowledge that every member brings something important to the network and deserves to be treated with respect.
- **Being Supportive and Flexible** - We understand that people may have different capacities and responsibilities, and we aim to support one another with understanding.
- **Commitment to the Network** - We contribute in ways we can, bringing our time, experience and ideas to support the shared goals of the NHAs Network.

National Health Advisers Network – Our collective codes of responsibility

The NHAs Network is built on trust, respect and shared responsibility. As members of the network, we recognise that we often work with personal stories, lived experiences and sensitive information. Our collective codes of responsibility guide how we protect one another, maintain safe spaces and act with integrity in all areas of our engagement.

1. Data Confidentiality and Respect for Personal Stories

As members of the National Health Advisers Network, we may hear and hold one another's stories, experiences, strengths and vulnerabilities. This places a responsibility on all of us to treat personal information with care, dignity and respect.

Before sharing any information, we take a moment to pause and reflect. We ask ourselves whether the information is necessary to share, whether we have the right to share it and whether the person involved has given their consent. We remain mindful of what details may identify someone and consider whether those details should be protected.

We also reflect on how we would feel if we were in the other person's position. If we are uncertain about whether something should be shared, we choose not to share it and seek guidance from the network coordinator.

At all times, we aim to avoid causing harm, misrepresentation or breaches of trust. Protecting each other's dignity, privacy and rights remains a shared responsibility within the network.

2. Safe and Responsible Use of Communication Platforms

As the NHAs Network increasingly works in digital spaces, we remain mindful of our online safety and the safety of others.

Our communication platforms are professional spaces intended to support the work and wellbeing of the network. Members are encouraged to share information that is relevant to the NHAs Network and its work. Links and materials shared in these spaces should be trustworthy and clearly related to the network's activities.

We remain vigilant about our shared online spaces safety. Members are encouraged not to open or share links that appear suspicious or unrelated to the work of the network. Spam messages or unrelated content should not be shared within group communication channels.

When new digital spaces are created, such as messaging groups, we collectively agree on clear ground rules and commit to respecting them. Where possible, members are also supported through training on online safety and digital responsibility so that everyone feels confident navigating digital platforms.

> **Note:** Ground rules for WhatsApp and other messaging platforms are in development and will be agreed with NHAs before any new group spaces are created.

3. Expenses and Financial Transparency

Engagement in the NHAs Network should not create financial barriers for members. Participation in the network is intended to enable people to contribute their voices, experiences and insights without personal financial cost.

Travel and enabling expenses related to NHAs activities are covered in line with Doctors of the World UK policies. Members are encouraged to familiarise themselves with the expenses policy and to seek support if they are unsure about how to claim or what is covered.

The network also commits to ensuring transparency around financial processes related to NHAs activities. Accessible information about relevant expenses processes should be available to members, and training may be offered to help members better understand how these systems work.

Our shared values of integrity, accountability, honesty, transparency, reliability and fairness guide how we engage with financial processes.

> **Note:** Where funding is not available for a particular activity, or where Doctors of the World UK is not in a position to provide thank-you vouchers or expenses, this will be communicated to NHAs clearly and in advance. Transparency about resource constraints is a commitment of the organisation.

4. Engagement and Participation

Participation in the NHAs Network is voluntary. Engagement may change over time depending on personal circumstances, health, professional commitments or other life responsibilities.

Members are welcome to participate in ways that feel meaningful and manageable for them. Some members may contribute by leading training sessions, writing documents or supporting projects, while others may share their experiences, participate in discussions or connect the network with opportunities. All forms of contribution are valued.

Periods of reduced engagement do not remove someone's place within the network. Members are always welcome to return when they feel ready. If someone becomes less active, the network may reach out in a supportive way to check in and understand whether any support may be needed.

Where appropriate, the network may share opportunities for support or safeguarding referrals if members request assistance.

To keep information up to date, the network may send occasional surveys or updates asking members about their interests, availability and support needs. This helps ensure the network remains inclusive and responsive.

If a member has not engaged for two years, they may be recorded as dormant within the network. After three years of no response, they may be recorded as inactive. However, members remain welcome to return at any time. Returning members may be asked to complete a short reorientation and update their contact details to ensure records remain accurate.

All data is managed in accordance with the General Data Protection Regulation (GDPR) and the Doctors of the World UK data protection policy.

5. Responding to Ethical Dilemmas

From time to time, members of the NHAs Network may face situations that are unclear or difficult to navigate. When this happens, the first step is to approach the situation with openness, honesty and respect.

Where possible, members are encouraged to have a genuine and respectful conversation with the NHA or NHAs directly involved. Open dialogue can often help clarify misunderstandings, build trust and support shared learning.

When guidance is needed, members can also draw on relevant Doctors of the World UK policies, including those related to volunteer engagement, organisational regulations and safeguarding. These policies help ensure that our actions remain aligned with the wider values and responsibilities of the organisation.

> **Note form Doctors of the World UK staff**
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> There are situations in which NHAs should inform Doctors of the World UK staff, including those involving safeguarding concerns, disclosures of harm, or situations that fall outside the NHAs' role and require a professional or organisational response. In all such situations, Doctors of the World UK staff will follow the relevant organisational policies.

If the network does not yet have a clear position on a new or unfamiliar issue, it is good practice to bring the concern to the network coordinator or the wider network for reflection and advice. Seeking collective guidance helps ensure that decisions are thoughtful, transparent and supportive of the safety and integrity of the network.

Addressing challenges together strengthens the NHAs Network and helps maintain a culture of accountability, care and shared responsibility.