



## GCI Members' Charter

### About GCI

GCI is an umbrella organisation bringing together those working to treat children with clubfoot around the world, with a focus on low and middle-income countries. Together we have one vision and mission; by working collaboratively we strengthen our impact and influence on global clubfoot policy and practice.

**GCI's Vision: 'A WORLD WITHOUT DISABILITY CAUSED BY CLUBFOOT.'**

**GCI's Mission: 'TO BUILD GLOBAL CAPACITY FOR QUALITY CLUBFOOT TREATMENT AND EQUITABLE SERVICE PROVISION THROUGH ADVOCACY, EDUCATION AND COLLABORATION.'**

### Background

The GCI Charter<sup>1</sup> sets out the common values, principles and culture of the Global Clubfoot Initiative (GCI) network. We recognise that only by working with each other and with others can our global vision be realised. This Charter states a shared commitment by GCI and its Members to accountability, transparency and excellence and describes the high standards we can both expect from - and should offer to - each other. This is essential for our credibility, the quality of our work and to maintain the trust that our network depends on. All GCI Members sign up to this Members' Charter and seek to respect and apply it. GCI is not a regulatory body. It therefore does not monitor or regulate the actions, outputs or views of our members nor does GCI convey any form of accreditation or endorsement of the work of any other organisation.

As a member of GCI, we all commit to a common vision.

### Our values

Sustainability  
Empowerment  
Impact  
Excellence  
Collaboration

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<sup>1</sup> This Code of Conduct has been developed based on GCI Members and Associate Partners responses to a survey and by Codes of Conduct or equivalent in other organisations including Bond, THET and Accountable Now.

## Our shared principles

GCI Members will:

1. Uphold the integrity and reputation of GCI by ensuring that professional and personal conduct is demonstrably consistent with the principles set out below. We are committed to upholding the credibility and integrity of the clubfoot community through the excellence of our practice; our collective reputation rests on our success in doing this.
2. Treat people of all ages with respect and dignity and challenge any form of harassment, discrimination, intimidation, exploitation or abuse and be mindful of the danger of the abuse of any position of power/unequal power relationships. In addition, contribute to a collaborative working environment characterised by mutual respect, integrity, dignity and non-discrimination.
3. Ensure that strategies and approaches to scaling of clubfoot treatment take into account and meet the needs of the poor, voiceless and excluded including embedding best practice approaches to ensure child protection in organisational culture, policies and practice.
4. Promote human rights, protect the environment and oppose criminal or unethical activities and respect the laws of the specific country in which they are working, including medical governance.
5. Ensure that advocacy and all communications are consistent with our shared vision, are grounded in our work, and are fair to recipients of care.
6. To be responsible for the use of information, resources and where relevant, money exercised on behalf of GCI or the clubfoot community. In practice, examples of this include using discretion when handling sensitive or confidential information; seeking authorisation before communicating externally in GCI or a GCI Member's name; securing permission for the use of photographs; fairly acknowledging others' contributions to activities carried, or resources produced, in collaboration.
7. Maintain independence through non-partisan governance, programmes and policies.
8. Ensure accountability to stakeholders.
9. Uphold evidence-based practice and adopt the best professional standards and best practice in clubfoot treatment.
10. Commit to participating in GCI's biennial global data collection.
11. Commit to continuous quality improvement through monitoring and evaluation.
12. Commit to working in partnership with local communities, NGOs and other organisations for clubfoot treatment and services that are sustainable and responsive to local needs.
13. Follow principles of best practice in governance, facilitating this by ensuring that programmes achieve outcomes that are consistent with our mission.
14. Commit to maximum impact through (i) working to complement and build on existing infrastructure to deliver clubfoot programmes and services and (ii) considering collaborative approaches to resource development where appropriate.
15. Commit to local sustainability and capacity building and local health system strengthening.

16. Be professionally united by our common vision and mission to deliver RunFree 2030 and will collectively and individually monitor our progress towards its delivery.
17. Play an active role in GCI as our collective network to deliver greater impact, both benefitting from the strength of our community and contributing to it.
18. Recognise that a one size does not fit all; while we can agree with a common mission, values and principles, there will be differences in their practical application but there is no expectation of uniformity.

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