

Justice A3 — Template (Do No Harm framing)

A structured one-pager for ethical decision-making and proportionate redress.

Case / Issue Title:	Owner:	Reviewer:	Date:
_____	_____	_____	26 August 2025
Trigger (one sentence): _____	Context: _____	_____	_____
_____	_____	_____	_____

1) Fact pattern (evidence, not adjectives)

List dates, events, documents, emails. Keep to verifiable evidence.

2) Harm map (who, how big, how reversible)

Identify affected stakeholders, severity (low/medium/high), reversibility, and evidence references.

3) Options with consequences

Lay out possible actions, upsides, downsides, reversibility. Prefer reversible first.

4) Preferred path + escalation ladder

Stepwise approach: reversible → escalate if unmet → final escalation if patterns persist.

5) Measures of success

Define 3 concrete, measurable outcomes with baseline and target.

6) Communications plan

Who needs to know, through which channel, what message, and when.

7) Safeguards

Ethical review: How does this sit with the doctrine of 'Do No Harm'? Evidence logged? Confidentiality respected? Proportionate action?

8) Psychological guardrails

Pause before action: breathing, 24■minute reflection rule, peer review before escalation.

9) Decision record & review

Record outcomes, approver, date. Note what worked and what to change next time.

Ethical anchor: How does each action align with the principle of 'Do No Harm'?

Crafted for structured, proportionate, and ethical responses.