



Code of Conduct for Members of the RCM Board

Upon the conduct of each depends the fortune of all.

Alexander the Great

Amendment Control

Amendment No.	Amendment details	Date amended	Amended by	Version
	Approved by the RCM Board	7/9/2011		1
1.	Minor changes to presentation	15/5/2012	RCM Board	1.1
2.	Section 1 (organisational values) changed to reflect those determined by the Board on 30/4/2013	30/4/2013	Board Secretary	1.2

The RCM Rules require candidates for election to the RCM Board to undertake to fulfill the responsibilities and duties of the Office in accordance with the law and Codes of Conduct for members of the RCM Board and Trustees of the RCM Trust.

Organisational values

- As a member of the RCM Board I promise to abide by the RCM's values. Those values are:

Accountability

Everything we do stands scrutiny.

Integrity and honesty

We conduct ourselves with integrity and honesty in all circumstances, upholding the highest ethical standards.

Courage

We stand up for what we think is right, speaking out on behalf of our members and the rights of women.

Innovation

We continually improve the way we do things, exploring new approaches and embracing change.

Inclusivity

We are inclusive and embrace diversity in all that we do.

2. Additionally, I agree to the following.

Law, mission, policies

- I will not break the law or go against relevant regulatory requirements in any aspect of my role.
- I will support the RCM Board's vision and mission.
- I will abide by the RCM's constitution, rules and policies.
- I will comply with the Nursing and Midwifery Council's: The code: Standards of conduct, performance and ethics for nurses and midwives and the Nursing and Midwifery Council's Midwives rules and standards and I will inform the Chair of the RCM Board if my conduct or professional competence is investigated by a responsible authority.

Conflicts of interest

- I will act in the best interests of the RCM.
- I will declare interests and any conflicts of interest (actual or potential) in accordance with the RCM's rules.
- I will submit to the judgment of the RCM Board.

Person to person

- I will establish respectful, collegial and courteous relationships with all I come into contact in my role.

Protecting the RCM's reputation

- I will not as an RCM Board member speak to the media or in a public forum without the prior knowledge of the CEO and the Chair of the RCM Board and I will report back to them on such events.
- I will inform the Chair and CEO at once when I have unexpectedly spoken to the media or in a public forum.
- When I am speaking as an RCM Board member my comments will reflect RCM policy even when it does not align with my personal views.
- When speaking as a private citizen I will uphold the reputation of the RCM.
- I will respect RCM Board and individual confidentiality.
- I will take an active interest in the RCM's public image, noting news articles, books, television programmes and the like about the RCM, about similar organisations or about important issues for the RCM.

Personal gain

- I will not personally gain materially or financially from my role as an RCM Board member beyond what has been allowed by the RCM nor will I permit others to do so as a result of my actions or negligence.
- I will document expenses and seek reimbursement according to procedure.
- I will accept gifts or hospitality only in accordance with the RCM rules.
- I will use RCM resources responsibly, when authorised, in accordance with procedure.

In the boardroom

- I will embody the principles of leadership in all my actions and live up to the trust placed in me by the RCM membership.
- I will abide by board governance procedures and practices.
- I will strive to attend all board meetings and otherwise contribute to board decision making.
- I will accept the authority of the Chair and respect their responsibility to lead and manage the Board.
- I will engage in Board decision making according to procedure, maintaining a respectful attitude toward the opinions of others while making my voice heard.
- Before a board decision is made I will probe and challenge. Once a board decision is made I will accept collective responsibility and I will accept a majority board vote on an issue as decisive and final.
- I will maintain confidentiality about what goes on in the boardroom unless authorised by the Chair or the Board to speak of it.

Enhancing governance

- I will participate in induction, training and development activities for RCM Board members and the evaluation of the Board and Board members.

- I will seek ways to improve Board governance practice.
- I will support the Chair in their efforts to improve their own performance.
- I will support the CEO and, with my fellow Board Members, seek development opportunities for her/him.

Breach of the Code of Conduct

3. I understand that if I breach this code of conduct I may be subject to such measures as the RCM Board may determine including suspension from attending and voting at meetings of the RCM Board and expulsion from office.

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Signed (RCM Board Member)

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Date