

TOUGH ENOUGH TO CARE TRUSTEE CODE OF CONDUCT

As a trustee of Tough Enough To Care I promise to abide by the fundamental values that underpin all activities of this organisation. These are as follows.

Our values

Accountability

Everything Tough Enough To Care does will be able to stand the test of scrutiny by the public, the media, the Charity Commission, members, stakeholders, funders, parliament and the courts.

Integrity and honesty

These will be the hallmarks of all conduct when dealing with colleagues within Tough Enough To Care and equally when dealing with individuals and institutions outside it.

Transparency

Tough Enough To Care strives to maintain an atmosphere of openness throughout the organisation to promote confidence of the public, stakeholders, staff, charity regulators and parliament.

Additionally, I agree to the following points.

Law, mission, policies

I will not break the law or go against charity regulations in any aspect of my role of trustee.

I will support the objects and mission of Tough Enough To Care and act as their guardian and champion.

I will develop and maintain an up-to-date knowledge of Tough Enough To Care and its environment.

Conflicts of interest

I will always strive to act in the best interests of the organisation as a whole and not as a representative of any group, considering what is best for Tough Enough To Care and its present and future beneficiaries.

I will declare any conflict of interest, or any circumstance that might be viewed by others as a conflict of interest, as soon as it arises.

I will submit to the judgement of the board of trustees and do as it requires regarding potential conflicts of interest.

Person to person

I will not break the law, go against charity regulations or act in disregard of organisational policies in my relationships with fellow trustees, staff, volunteers, members, service recipients, contractors or anyone I come into contact with in my role as trustee.

I will strive to establish respectful and courteous relationships.

Where I also volunteer with the organisation I will maintain the separation of my role as a trustee and as a volunteer.

Protecting the organisation's reputation

I will not make public comments about the organisation unless authorised to do so.

Any public comments I make about Tough Enough To Care will be considered and in line with organisational policy, whether I make them as an individual or as a trustee.

When speaking as a private citizen I will strive to uphold the reputation of the organisation and those who work in it.

I will respect organisational, board and individual confidentiality.

Enhancing governance

I will participate in induction, training and development activities for trustees.

I will continually seek ways to improve board governance practice.

I will strive to identify good candidates for trusteeship and appoint new trustees on the basis of merit.

I will support my fellow Trustees in their efforts to improve their leadership skills.

I will support my fellow Trustees in their role.

Leaving the board

I understand that substantial breach of any part of this code may result in my removal from the trustee board.

Should procedures be put in motion that may result in my being asked to resign from the board, I will be given the opportunity to be heard. In the event that I am asked to resign from the board, I will accept the majority decision of the board and resign at the earliest opportunity.

Should I resign from the board I will inform the Board of Trustees in advance in writing, stating my reasons for resigning. Additionally, I will participate in an exit interview.

Signed:

Name:

Date: