**BCRA Charity Trustee Code of Conduct Policy**

Charity trustees are ultimately responsible for the charity.  As charity trustees collectively and individually, we will:

* **Act legally and properly**- by acting with integrity, honesty, within the law and our governing document, and in the charity’s best interests at all times.
* **Create a safe space**– in which everyone is encouraged and feels able to speak.
* **Positively challenge**– each other, but avoid being confrontational or accusatorial and frame your comments from a personal perspective e.g. I feel that won’t work because… and be prepared to clearly articulate your reasons whilst if possible , offering an alternative suggestion .
* **Think, then speak**– what can I say succinctly that will most help council
* **Feel able to ask the questions that need to be**– there is no elephant in the room or, if there is, we are all working together to get it out.
* **Act strategically**– by thinking externally and longer term.
* **Understand that operational delivery is the remit of specific council members  -**by recognising that it is not our role to manage operations, but to ensure these are led and managed well.
* **Focus on solutions**– by talking about the past, only to learn from it, avoid talking about what we cannot do and, instead, focus on what we could do.
* **Welcome differing viewpoints -**respect each other’s right to hold a different opinion and recognise our own right to do so too.
* **Not make assumptions**– about who someone is but rather respond based on the facts/content of what he/she said.
* **All contribute**- the contribution of the young, old, or those with lived experience is different to that of the professionals but is not less than.
  + Everyone has something to give and something to learn.
  + And no one person is allowed to dominate the conversation to the exclusion of others.
* **Be slow to take offence** – **and quick to apologise, always.**
* **Give permission**– to everyone else to remind us of when we inadvertently stray from the above.
* **Accept our responsibility**– for ensuring that everyone is treated fairly, with respect and kept safe from harm

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