



Living Our Values

Membership
Code of Conduct

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Our College has long stood as a bastion of excellence in surgical and healthcare practices, and it is my honour to share with you a significant milestone in our ongoing journey— the introduction of the RCSEd Membership Code of Conduct.

In the dynamic landscape of modern healthcare, the expectations placed upon our members extend beyond clinical expertise. The reputation of our College is intricately woven with the professionalism and ethical conduct of each individual within our community. Recognising this, we have undertaken the meticulous task of formulating a comprehensive Code of Conduct, a document that not only sets standards but embodies the values that define us.

This code is more than a set of rules; it is a compass that guides us through the complexities of our profession. It mirrors our collective dedication to maintaining the utmost standards of ethics, probity, and behaviour.

Our commitment to excellence extends beyond the confines of clinical settings. It is reflected in how we treat one another, how we engage with diverse perspectives, and how we uphold the values of inclusivity and respect. The Code of Conduct is a testament to our collective responsibility to safeguard the reputation of our College, and contribute positively to the wider healthcare community to ensure optimal patient care.

I urge each of you to embrace this code with the same dedication and enthusiasm that has characterised our College throughout its rich history. Let us carry the torch of professionalism, integrity, and respect as we navigate the ever-evolving landscape of healthcare. Together, we shall not only protect the legacy of the Royal College of Surgeons of Edinburgh but also elevate the standards of our noble profession.

A handwritten signature in white ink, reading "Rowan Parks". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Professor Rowan Parks
RCSEd President

The Royal College of Surgeons of Edinburgh's ("RCSEd", "the College") Code of Conduct reflects the College values and sets out the expected standards of ethics, probity and behaviour expected from the membership of the RCSEd.

This Code of Conduct applies to the following members of the College community, defined as:

Members of the College or any of its Faculties.

Trustees of the College.

Any individual who holds an appointed or elected role within the College, its Faculties or its Subsidiaries.

Anyone who participates in its standing committees or working groups including lay members.

Any other individual who represents the College in any capacity, such as, but not limited to Ambassadors, Accreditors, Assessors, Conveners and Examiners.

Our Vision

To be the most welcoming, inclusive, and innovative surgical college in the world.

Our Mission

To be a strong voice for our family of members, developing their careers, upholding standards, and promoting patient safety globally.

Our Values



Inclusivity



Integrity



Innovation



Professionalism



Respect

College Values

It is expected that everyone in the College community understands and upholds the College Values. This includes acting in a way that promotes and supports these values by leadership and example.

Inclusivity

We all feel welcomed and valued as part of our family.

We are each treated in the same respectful way.

We value diversity and recognise individual differences to foster a College culture that treats everyone with respect.

We listen to the views of others, participate in discussions inclusively, and challenge appropriately.

Integrity

We behave ethically, professionally and in accordance with the law, with the best interests of the College and our profession at heart.

We remember that the College is a membership organisation and a charity and, if applicable we use its resources efficiently, economically and effectively, avoiding waste and extravagance.

We make decisions on the College's behalf not to gain financial or other material benefits for ourselves or others but in its best interests. This includes making College decisions on merit and being objective when considering making appointments, awarding contracts or recommending individuals for awards or accolades from the College.

We respect and abide by the Laws and Regulations of the College.

We are honest and trustworthy.

Professionalism

We maintain, where applicable, professional registration and adhere to the general principles of conduct and behaviour laid out in our relevant professional regulatory bodies' code of practice.

We inform the College immediately if any limitations have been placed on our practice by our employer or regulatory body. This includes any change in our circumstances that results in us becoming subject to a police investigation, convicted of a criminal offence or disqualified from being a company director.

We are aware of power imbalances and are mindful of our impact on others - we invite feedback, ideas and challenges to our own decisions and performance.

We are conscious of and actively avoid activities or oppressive behaviours that may constitute, or be perceived to constitute, an abuse of power or authority.

We hold ourselves and others accountable for actions and decisions. We should act as active allies and supportive colleagues when we witness or learn of behaviors that could cause offence, embarrassment, humiliation or distress.

When representing the College, we refrain from any conduct that could adversely affect professional performance or the safety and well-being of ourselves or others, including alcohol or substance abuse or misuse.

We make ourselves available for service on the Boards, Committee and Working Groups to which we have been elected or appointed to serve.

Respect

We refrain from any language or actions that may constitute, or be perceived to constitute, bullying or harassment. This includes any behavior with the effect or purpose of causing offence, embarrassment, humiliation or distress.

We take a zero-tolerance approach to unwanted, inappropriate or harmful sexual behaviours.

We maintain professional boundaries; this includes not acting in a sexual way toward colleagues within the College or external environments. This can include – but isn't limited to – verbal or written comments, displaying or sharing images, as well as unwelcome physical contact.

We afford equal dignity, empathy, and respect to all who work within the College, including establishing collegial and courteous relationships with contacts made through an official role.

Social Media

We understand that the principles of this Code of Conduct apply when using social media.

We take care to ensure that our presence on social media platforms is always appropriate to our role including acting in accordance with the Code of Conduct of our professional regulatory body and any employing organisations.

We do not create or use our own social media accounts to purport to represent the College, its Faculties, or its activities without prior approval of the College's Chief Executive.

College Brand

We accept that the College's logo is an important piece of intellectual property and is the foundation of the College Brand and must not be used without the express permission of the College.

Confidentiality

We maintain the confidentiality of discussions or materials, or privileged information accessed in the context of College related activities and suitably protect personal data.

Reporting Concerns

The College encourages a culture that emphasises the importance of raising concerns and that such concerns are investigated and assessed fairly. Where it is identified, through appropriate College procedures, that there has been a failure to meet the Code of Conduct, steps will be taken to address such behaviours and appropriate sanctions applied. This may include suspension from the College or associated duties until the College has deliberated.



Example standards of conduct and triggers for escalation

As a professional membership organisation, it is expected that the College will also consider offences and behaviours outside of professional practice. Criminal convictions for offences of violence, offences of a sexual nature and dishonesty offences will be treated very seriously and will likely give rise to the most serious of sanctions.

Examples of standards of behaviour or offences which the College would immediately consider as triggers for a Disciplinary Hearing:

being found guilty of a serious or professionally relevant criminal offence, including acts of violence, sexual assault, acts of fraud or dishonesty, arson, criminal damage, or motoring offences such as death by dangerous driving.

being disciplined by a regulatory or professional body by way of reprimand, suspension or erasure.

a failure to comply with any condition or qualification imposed by a regulatory body.

personal or professional misconduct which if substantiated could reasonably be regarded as behaviour that contravenes the College Values.

discriminatory behaviour.

theft and fraud including the deliberate falsification of records.

serious negligence which causes unacceptable loss, damage or injury.

The following are some suggested examples of some inappropriate behaviours:

bringing the College into serious disrepute such as vexatious or malicious behaviour or a serious breach of probity, confidence or trust.

failing to carry out your professional duties including failing to declare conflicts of interest.

demonstrating a lack of respect, through persistent poor attendance and participation at College meetings or roles to which you are appointed.

a failure to adhere to the College's policies or procedures.

misrepresentation of your College role or of the College name, including the unauthorized use of the College Logo on personal or private webpages or social media.

knowingly or recklessly disclosing or misusing personal data or disclosing confidential information gained through their College role, including for your personal interests.

willful refusal to carry out reasonable requirements of your College role.

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