



Directors Code of Conduct

As a director and/or committee member of Pieta, I have a responsibility to act in the best interests of the organisation and will abide by this Code of Conduct and the Charities Governance Code to achieve this.

Organisational Values

As a board and/or committee member of Pieta, I agree to abide by the fundamental values that underpin all the activities of our organisation.

Accountability

Everything Pieta does will be able to stand the test of scrutiny by members of the public, the media, members, beneficiaries, stakeholders and the regulatory authorities.

Integrity and Honesty

These will be the hallmarks of all conduct within Pieta, particularly when dealing with colleagues (board, fellow committee members and staff) and external individuals and agencies.

Transparency

Pieta will strive to promote an atmosphere of openness throughout the organisation in order to promote confidence to members of the public, staff, beneficiaries and regulators and also to promote strategic and operational effectiveness.

Governance Code

I will support Pieta's adoption of, and compliance with, the Code of Practice for the Governance of Community, Voluntary and Charitable Organisations and its associated implementation actions.

In addition to the above I agree to the following:

Law, mission, policies

- In my role as board and/or sub-committee member I will not break the law or act against any regulation in force.
- I will support the organisation's mission and actively promote it.
- I will abide by organisational policy and procedure.

- I will seek to maintain and promote integrity, good governance, effectiveness and efficiency for the delivery of the organisation's mission.

Conflicts of Interest

- I will always act in the best interests of the organisation.
- I will do my work mindful of any real or potential conflict of interests and declare any such conflict as soon as it arises.
- I will submit to the judgment of the board and do as it requires regarding potential conflicts of interest.

Person to Person

- I will act with regard to organisational policies in my relationships with fellow board and/or sub-committee members, staff, volunteers, beneficiaries or anyone with whom I come into contact.

Guardian of the organisation's reputation

- I will not speak as a board or sub-committee member to the media or any public forum without the prior knowledge and approval of the Chair or CEO.
- When I am asked to represent the organisation, any comments I make will reflect current policy even if I do not agree with them.
- When speaking as a private citizen I will aim to uphold the reputation of the organisation and those who work and volunteer for it.
- I will respect organisational, board, committee and individual confidentiality.
- I will take an active interest in the organisation's public image.

Personal Gain

- I will not personally gain from my role as a board and/or sub-committee member 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 agreed procedure.
- I will not accept gifts or hospitality without the consent of the Chair.
- I will use organisational resources responsibly, when authorised in accordance with procedure.

At board and/or committee level

- I will embody the principles of good governance in all my actions and live up to the trust placed in me by Pieta.
- I will abide by the board governance procedures and practice.
- I will commit to attend all board and/or committee meetings, except where exceptional circumstances render me unable to do so.
- I will strive be familiar with all agenda items sent to me in good time and be prepared to contribute my opinions during meetings.

- I will honour the authority of the Chair.
- I will maintain a respectful attitude to the opinions of others.
- I understand that decisions will ideally be made by consensus, but may be by vote. I will consider any majority vote as a corporate decision, and will accept and support it.
- I will maintain confidentiality unless authorised to speak on matters outside board and/or sub-committee meetings.

Enhancing governance

- I commit to supporting Pieta's compliance with the Charities Governance Code.
- I will participate in appropriate induction, training and development board and/or sub-committee activities.
- I will support the CEO in his/her executive role and the Chair in his/her leadership role.

Leaving the board and/or sub-committee

- I understand that any substantial breach of this code may result in my removal from the board and/or sub-committee.
- Should I wish to resign I will inform the Chair in writing, stating my reasons for resigning from the board and/or sub-committee.
- I will participate in an exit interview if requested.

Signed: _____ Date: _____

Name: _____

Board member / committee member