



MEMBER CODE OF CONDUCT

As a member of PARITY I promise to abide by the fundamental objects that underpin all activities of this organisation. These are as follows.

Our objects:

- 1. to promote and protect the equal rights of men and women to the enjoyment of all civil, political, economic social and cultural rights under the law;**
- 2. to institute proceedings in the UK or appropriate European Courts for the purpose of establishing or protecting any such equal rights.**

Accountability

Everything PARITY 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 PARITY and equally when dealing with individuals and institutions outside it.

Transparency

PARITY strives to maintain an atmosphere of openness throughout the organisation to promote confidence of the public, members, stakeholders, staff (if any), charity regulators and parliament.

Additionally, I agree to the following points.

Law, mission, policies

I will act within the governing CONSTITUTION of PARITY and abide by the policies and procedures of the organisation.

I will not break the law or go against charity regulations in any aspect as a member .

I will support the objects and mission of PARITY and act as their guardian and champion.

I will develop and maintain an up-to-date knowledge of PARITY 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 PARITY 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 judgment of the board 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 members, trustees, staff, volunteers, service recipients, contractors or anyone I come into contact with as a member.

I will strive to establish respectful, collegial and courteous relationships.

Where I also volunteer with the organisation I will maintain the separation of my role as a member 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 PARITY will be considered and in line with organisational policy, whether I make them as an individual or as a member.

When I am speaking as a member of this organisation, my comments will reflect current organisational policy even when these do not agree with my personal views.

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.

Personal gain

I will not personally gain materially or financially from my membership, unless specifically authorised to do so, nor will I permit others to do so as a result of my actions or negligence.

At the Annual General Meeting

I accept my responsibility to ensure that PARITY is well run and will raise issues and questions in an appropriate and sensitive way to ensure that this is the case.

I will abide by board governance procedures and practices.

I will strive to attend all annual general meetings in person giving apologies ahead of time to the chair if unable to attend.

I will study the agenda and other information sent me in good time prior to the meeting and be prepared to debate and vote on agenda items during the meeting.

I will honour the authority of the chair and respect his or her role as meeting leader.

I will engage in debate and voting in meetings according to procedure, maintaining a respectful attitude toward the opinions of others while making my voice heard.

I will accept a majority 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 board to speak of it.

Enhancing governance

I will support the trustees their efforts to improve their leadership skills and governance of the charity.

Leaving as a Member

I understand that substantial breach of any part of this code may result in my removal as a member.

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

Should I resign as a member I will inform the chair in advance in writing, stating my reasons for resigning. Additionally, I will participate in an exit interview if requested at no expense to me.