



IPM Code of Conduct

Introduction – About The IPM

The Institute of Psychosexual Medicine (IPM) is a professional organisation, registered as a charity which provides education, training and research in psychosexual medicine. The Institute was founded in 1974 based on psychoanalytic principles introduced by Dr Michael Balint and Dr Tom Main. This has been developed by Institute Members offering specialist skills to doctors and allied health professionals.

The good reputation of the IPM is vital in enabling achievement of this role. As a membership organisation, members have a duty to uphold high standards of professional conduct that maintain and enhance the reputation of the IPM.

Who does this Code of Conduct apply to?

The code of conduct applies to all members, employees, trainees, Council and committee members, Seminar Leaders, Examiners, observers, visitors of the IPM and any other group the IPM relates to in carrying out its functions. It provides guidance on expected behaviour and the standards of conduct that support our values.

Which forms of communication does this Code of Conduct apply to?

The code of conduct relates to all forms of communication including written, verbal, non-verbal, electronic and social media.

Our behaviour principles

- Be professional
- Respect others
- Be supportive
- Value diversity



Standards of Conduct

We expect members to:

1. Be professional

- Conduct themselves in a professional manner in accordance with the guidance of their own professional bodies on professional standards. For example, GMC for doctors, CSP for physiotherapists or NMC for nurses.

2. Maintain confidentiality

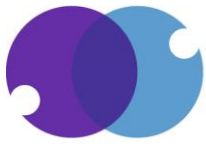
- Follow the IPM Confidentiality Policy.
- Confidentiality must be maintained in training and seminar groups, during exams and in attendance at IPM meetings and events.
- Information about, or held by the IPM, that is not expressly put in the public domain by the IPM, may only be given to others if they are entitled to receive it and used for the benefit of the IPM.

3. Uphold the reputation of the IPM

- Accept collective responsibility for enabling Council to achieve its objectives and for decisions taken by Council.
- Contribute to discussion and debate freely to enable a robust decision to be made.
- Once Council has taken a decision, support the communication and implementation of that decision.
- Respect and uphold democratic decisions.
- Hold themselves and others accountable for professional and personal behaviours.

4. Support the IPM's work

- Work towards and support the aims and vision of the IPM.
- Work effectively with others.



Personal Conduct

1. Maintain a high standard of personal conduct to act in a manner which is:
 - Honest and fair
 - With integrity
 - Kind
 - Open
2. Respect others:
 - Treat others with respect and consideration
 - Listen to one another
 - Be open to others' ideas and opinions
 - Be prepared to change your mind
 - Every contribution is valued
3. Recognise and value diversity and individual differences
 - To follow the IPM Equality and Diversity Policy
4. Unacceptable behaviour (as defined in the Equality Act 2010) includes:
 - a. **Bullying** - behaviour that is intimidating, malicious, offensive or insulting. It may be abuse or misuse of power and it may be unwarranted and unwelcome.
 - b. **Harassment** - conduct that is related to one of the protected characteristics (age, race, religion or belief, gender re-assignment, disability sex or sexual orientation). It is unwanted by the recipient and it has the purpose or effect of violating their dignity or creating a hostile, intimidating offensive degrading or humiliating environment for them.
 - c. **Sexual harassment** (separately defined in the Equality Act) - unwanted conduct of a sexual nature which has the same purpose or effect.

As well as this guidance, other IPM policies inform how we do things, outline expectations and describe procedures to be followed.

Raising a concern

The IPM recognises the importance of promoting positive behaviour and challenging poor behaviour. A concern about poor behaviour should be raised confidentially with the Chair of IPM Council.

The Chair of IPM Council will investigate the concern, involving other Council members as required and make a decision regarding any appropriate sanction.

The seriousness and frequency of the poor behaviour will be considered. An informal approach using feedback and support may be appropriate. For more serious or repeated incidents, sanctions may be applied.



Sanctions

Possible sanctions that Council may consider include:

- Written statement
- Membership suspended for a period of a year
- Exclusion from holding an IPM position or office e.g. Seminar Leader, Examiner, IPM Council position
- Permanent exclusion from membership of IPM
- Referral to professional body

No refund of paid membership fees will be made in the event of the above sanctions.

References

1. General Medical Council. *Good medical practice*. London: GMC 2013
2. General Medical Council. *Code of Conduct for Council Members*. www.gmc-uk.org
3. *The Seven Principles of Public Life*. www.gov.uk 1995
4. Nursing and Midwifery Council. *The Code*. London: NMC 2015
5. Chartered Society of Physiotherapy. *Code of members' Professional Values and Behaviour*. London: CSP 2019
6. British Medical Association. *BMA code of conduct*. London: BMA 2018
7. Royal College of Physicians. *RCP500 Code of Conduct*. London: RCP 2018
8. Equality Act 2010

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Honorary Secretary IPM