

IPM Ethics Policy

About this policy

These principles set out a framework for the ethical execution of our charitable purpose and helps in our decision making and in developing relevant policies and procedures.

Applying the principles

These principles provide an overarching framework to guide decision making, good judgment and conduct. They do not provide a set of rules that prescribe how one should act in all situations. They are a benchmark of good practice and the IPM will reflect on them in its work and champion the values.

The principles are intended as complementary to the Code of Conduct and other policies.

The principles

The IPM agrees to uphold the following principles throughout its work:

- Excellence
- Integrity
- Openness
- Right to safety

Excellence

The IPM trains health professionals who use those skills to work with patients. We aim for excellence in our training for the public benefit.

Upholding the principle:

- We develop our training programmes and examinations to the highest standard following academic principles.
- Our training programmes and examination procedures are regularly reviewed and updated when required.

- We seek feedback from trainees and members, listening to their comments and taking account of their views.
- We ensure all relevant policies and procedures are drawn up with the interests of the trainees and the public in mind.

Integrity

The IPM upholds the highest level of institutional integrity and personal conduct at all times.

Upholding the principle:

- We have appropriate systems in place to help guarantee that all decisions are robust, defensible and free from conflict of interest.
- We consider the effect of activities in private life on the reputation of the charity and charities in general.
- We ensure resources are managed responsibly and funds are properly protected and accounted for.
- We exercise due diligence in understanding the ethical standards of those we do business with to determine that they are consistent with those of the IPM.

Openness

The IPM creates a culture in which it is easy to see and understand how we work, how we deal with any problems and how we spend our funds.

Upholding the principle:

- We aim to be open and transparent; subject to complying with existing legal and regulatory requirements we are willing to share information about how we work.
- We publish annual reports and can make available on request our approach to safeguarding, bullying and harassment, our complaints procedure and whistleblowing policy.

Right to be safe

Every person who works for, volunteers for or comes into contact with the IPM should be treated with dignity and respect, and feel that they are in a safe and supportive environment.

Our charity has a responsibility to create an inclusive culture that does not tolerate inappropriate, discriminatory, offensive or harmful behaviour towards any person who works for, volunteers with, or comes into contact with the IPM.

Charities should also be places where people's wellbeing and mental health are valued and promoted, so that anyone working in the charity or coming into contact with the charity is encouraged to value and invest in their own health.

Upholding the principle:

- We have a clear approach to prevent abuse of trust and power including bullying, intimidation, harassment, discrimination or victimisation in all our activities.
- We aim to create a culture that supports the reporting and resolution of allegations, suspicions or concerns about abuse of any kind or inappropriate behaviour.
- We ensure that anyone working or volunteering for the IPM understands the expectations placed upon them and provide or signpost to the relevant training to support them in meeting their responsibilities.
- We ensure that anyone who works or volunteers in the IPM has access to proper support and advice if they:
 - Experience or witness unacceptable behaviour
 - Raise a concern or make an allegation about the actions of others
 - Don't feel safe