



CODE OF CONDUCT

Introduction

Keep Our NHS Public is a non-party-political organisation campaigning against the privatisation, fragmentation and underfunding of the NHS and related issues.

We believe in working with as wide a range of people as possible to achieve these aims, this will inevitably include people from different political parties, political traditions and people with different ideological, and philosophical orientations. We are therefore committed to creating as broad a campaign as possible given these aims and values. We also recognise that a broad campaign such as ours will contain people who do not agree on a variety of issues, including strategy and tactics as well as political issues outside the central aims of our campaign outlined above.

Therefore, it is essential we outline our values and our commitment to working in as respectful and dignified a way as possible so as to avoid harmful conflict. Our overriding principle in all our interactions should be a recognition that we are all working hard to achieve the same aim. Where differing views may be passionately held and debated it is paramount that all involved refrain from personal attacks. Such attacks are undermining and serve no purpose other than to weaken the effectiveness of the organisation.

Our values

KONP has a zero-tolerance for discriminatory behaviour and language. We encourage a respectful environment and are committed to upholding the personal dignity of all.

All are welcome in our movement regardless of age, disability, race, religion, sex, or sexual orientation. We're committed to providing a safe and welcoming environment for all members, affiliates, SG delegates, EC officers, volunteers, employees, and supporters, (hereafter 'members and supporters') and believe that all people who come into contact with us should be treated in a respectful and non-judgmental manner. We do not tolerate any abusive behaviour or language from anyone be they members and supporters or the public.

KONP has a zero-tolerance policy towards bullying and harassment

Bullying may be characterised as, but not limited to:

- Offensive spoken or written words, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate, or injure the recipient.
- Making threats or comments about job security without foundation
- Deliberately undermining a competent worker by overloading and constant demands
- Spreading malicious rumours, or insulting someone by word or behaviour (copying memos that are critical about someone to others who do not need to know, ridiculing or demeaning someone – or setting them up to fail)

- Behaviour, language - spoken or written, which violates the person's dignity, whether it was intended or not
- Behaviour, language - spoken or written, which creates a hostile environment for the person, whether it was intended or not

Harassment may be characterised as, but not limited to:

More serious behaviour than bullying, defined by bullying or unwanted behaviour about any of the following 'protected characteristics' under discrimination law such as sex, race, disability, or any of the other protected characteristics in the [Equality Act](#).

Bringing the integrity of KONP into disrepute

KONP has a detailed constitution which covers the rules for the conduct and behaviour of those present at our various meetings. [The constitution can be accessed here](#).

We believe that discriminatory, abusive behaviour and language, including harassment, bullying and personal attacks on supporters or the public also brings the integrity of the organisation into disrepute and therefore fall under the remit of the grievance procedures and disciplinary measures outlined in the constitution.

In the event that a member/supporter or employee of KONP has any concerns that they are experiencing or witnessing behaviour they believe may be denigrating to their own personal dignity or bringing the integrity of KONP into disrepute, the first step for members and supporters should be to approach the Executive Committee with their concern, and for employees to approach their line manager (or the Executive Committee whichever they feel more comfortable doing) and outline their concern. Formal grievance procedures are also outlined in the constitution. [The constitution can be accessed here](#).

Interactions between members and supporters and KONP employees

- The steering group email list is circulated to assist effective campaigning, for example by sharing information and promoting discussion.
- National Office team members can be contacted via email; please note that none work full time and therefore emails may not be replied to immediately.
- If a steering group member finds something related to KONP's national work to which they object, this should be raised in a way mindful of the work load, effort and commitment of the national KONP team.
- Concerns should be expressed clearly and objectively so that an appropriate response can be made.
- Issues over words or phrases within a leaflet or on the website, raised on the KONP steering group email list, should be formulated respectfully and without imputation of a political failure or ulterior motive.
- Most questions should be raised respectfully either with an EC member, co-chair, head of campaigns, or chair of a working group when relevant.
- If they are not addressed, then they should be raised with an EC member or at the next steering group meeting.
- If there are issues of political differences these can be put to the steering group.

- If there are issues raised in a personal manner or in a disrespectful or needlessly antagonistic way, we suggest that this should be brought to the attention of the executive and the steering group at its next meeting.

Our principal aim is to save our NHS, our Code of Conduct is designed to ensure that all those engaged in our work and share this aim are treated as allies wherever possible, in a united front working hard for the same ends.