

Glencree Centre for Peace and Reconciliation

Code of Conduct for Members of the Board of Directors

I will respect and uphold the values of Glencree.

Inclusivity

Non-violence

Respect

Transformation of Violent Conflict

Gender Balance

Voluntarism

Independence and Impartiality

GENERAL

- I will act within the governing document of Glencree and the law, and abide by the policies and procedures of the organisation. This includes having a knowledge of the contents of the Memorandum and Articles of Association and relevant policies and procedures.
- I will support the objects and mission of Glencree, championing it, using any skills or knowledge I have to further that mission and seeking expert advice where appropriate.
- I will be an active director, making my skills, experience and knowledge available to Glencree and seeking to do what additional work I can outside Board of Directors' meetings, including sitting on sub-committees.
- I will respect organisational, board and individual confidentiality, while never using confidentiality as an excuse not to disclose matters that should be transparent and open.
- I will develop and maintain a sound and up-to-date knowledge of Glencree and its environment. This will include an understanding of how Glencree operates, the social, political and economic environment in which it operates and the nature and extent of its work.

■ I will use Glencree's resources responsibly, and when claiming expenses will do so in line with Glencree's procedures.

■ I will seek to be accountable for my actions as a director of Glencree, and will submit myself to whatever scrutiny is appropriate.

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

MANAGING INTERESTS

■ I will not gain materially or financially from my involvement with Glencree unless specifically authorised to do so.

■ I will act in the best interests of Glencree as a whole, and not as a representative of any group – considering what is best for Glencree and its present and future beneficiaries and avoiding bringing Glencree into disrepute.

■ Unless authorised, I will not put myself in a position where my personal interests conflict with my duty to act in the interests of the organisation. Where there is a conflict of interest I will ensure that this is managed effectively in line with Glencree's policy on conflicts of interest and loyalty. I understand that a failure to declare a conflict of interest or loyalty may be considered to be a breach of this code.

MEETINGS

■ I will attend all appropriate meetings and other appointments at Glencree or give apologies. If I cannot regularly attend meetings I will consider whether there are other ways I can engage with Glencree.

■ I will prepare fully for all meetings and work for the organisation. This will include reading papers, querying anything I do not understand, thinking through issues before meetings and completing any tasks assigned to me in the agreed time.

■ I will actively engage in discussion, debate and voting in meetings; contributing in a considered and constructive way, listening carefully, challenging sensitively and avoiding conflict.

■ I will participate in collective decision making, accept a majority decision of the board and will not act individually unless specifically authorised to do so.

GOVERNANCE

■ I will actively contribute towards improving the governance of the Board of Directors, participating in induction and training and sharing ideas for improvement with the board.

■ I will help to identify good candidates as directors of Glencree and, with my fellow directors, will appoint new directors in accordance with agreed selection criteria.

RELATIONS WITH OTHERS

■ I will endeavour to work considerately and respectfully with all those I come into contact with at Glencree. I will respect diversity, different roles and boundaries, and avoid giving offence.

- I recognise that the roles of directors, volunteers and staff of Glencrec are different, and I will seek to understand and respect the difference between these roles. Where I also volunteer with the organisation I will maintain the separation of my role as a director and as a volunteer.
- I will seek to support and encourage all those I come into contact with at Glencrec. In particular I recognise my responsibility to support the chair and the senior staff member.
- I will not make public comments about the organisation unless authorised to do so. Any public comments I make about Glencrec will be considered and in line with organisational policy, whether I make them as an individual or as a director.

LEAVING THE BOARD

- I understand that substantial breach of any part of this code may result in procedures being put in motion that may result in my being asked to resign from the Board of Directors.
- Should this happen I will be given the opportunity to be heard. In the event that I am asked to resign from the board I will accept the majority decision of the board in this matter and resign at the earliest opportunity.
- If I wish to cease being a director of Glencrec at any time, I will inform the chair in advance in writing, stating my reasons for leaving.

Signed

Name

Date