

At Happy Mums, we believe in:

- Respecting all individuals, whatever their age, gender, mental or physical abilities or disabilities, beliefs, sexual orientation or ethnicity;
- Ensuring all relationships are based on mutual trust and respect;
- Respecting confidentiality;
- Being considerate of different roles and boundaries, and avoiding giving offence;
- Listening to, and supporting each other;
- Being respectful of property and facilities.

Our Directors, staff and volunteers will always strive to:

- Act in the best interest of The Happy Mums Foundation CIC as a whole – considering what is best for the organisation and its beneficiaries and avoiding bringing it into disrepute;
- Have a sound and up-to-date knowledge of The Happy Mums Foundation CIC and its environment - understanding how it works and the environment within which it operates
 - For Directors and Staff this includes all policies and procedures, with an understanding that gross misconduct may lead to summary dismissal;
 - For Volunteers (non-directors) this includes our Volunteer and Safeguarding Policies.
- Not take bribes in accordance with the Bribery Act 2010;
- Not engage in any activity which could be considered bullying, harassment or victimisation;
- Place safety of children and vulnerable people first. This must be placed before any personal or organisational objectives and before loyalty to friends or colleagues;
- Be aware of the relative powerlessness of children and vulnerable people and be committed to actively preventing exploitation and abuse;

Our Board of Directors commit to:

- Acting within the governing document and the law – being aware of the contents of the organisation’s governing document and the law as it applies to The Happy Mums Foundation CIC;
- Managing conflicts of interest effectively – registering, declaring and resolving conflicts of interest. Not gaining materially or financially unless specifically authorised to do so;
- Attending meetings and other appointments or giving apologies – considering other ways of engaging with the organisation if regularly unable to attend meetings;
- Actively engaging in discussion, debate and voting in meetings – contributing positively, listening carefully, challenging sensitively and avoiding conflict;
- Preparing fully for meetings and all work for The Happy Mums Foundation CIC – reading papers, querying anything they don’t understand and thinking through issues in good time before meetings;
- Acting jointly and accepting a majority decision – making decisions collectively, standing by them and not acting individually unless specifically authorised to do so.

Signed..... Role..... Date.....