Living our behaviour principles
The BMA is committed to creating a culture that is inclusive and welcomes open debate. We want every member to be able to contribute, knowing that their points of view are valued and that any differences of opinion will be respected. Our members are expected to conduct themselves in a way that promotes the success of the BMA and maintains the reputation of the Association and its members.

Civility makes our working lives better. How we treat each other is key. Incivility hijacks performance, it robs people of their potential even if they are just working around it. Civility lifts people. You will get people to give more and function at their best if you are civil. You also help to build a healthy organisational culture.

The BMA’s behaviour principles sets out how all BMA members should conduct themselves whenever they engage in BMA business or represent the BMA. The purpose of these principles is to provide a shared understanding of expectations for behaviour.
Our behaviour principles

It is the responsibility of BMA members to role model and promote positive behaviours, and to encourage a culture of inclusion and respect at the BMA. The behaviour principles that have been created by members for members and that the BMA has committed to upholding are:

– Be professional
– Be accountable
– Be kind
– Be representative
– Respect others
These principles should be kept in mind and role modelled whenever representing the BMA and interacting with fellow members. They can be put into practice in many ways.

**Be professional**
- Attend and actively participate in meetings by listening, being present and contributing
- Mentor and support new members
- Prepare for meetings by reading papers ahead of time
- Remember that the expected professional behaviours of a doctor apply to your BMA roles also
- Be open to collaborative working, listening and learning from others

**Be accountable**
- Challenge constructively – when making a point or providing feedback consider the time, the place and the impact on others
- Actively disclose and manage any potential conflicts of interest
- Explain your decisions and actions to your constituents
- Maintain and respect confidentiality
- Support democratic decisions in public – debate in private, but respect and stand by collective decisions
- Take personal responsibility for your behaviour and the impact it may have on others
- Be constructive and keep to the topic – do not dominate conversations and restate the same arguments
Be kind
– Be welcoming and inclusive of others, particularly new members
– Challenge disrespectful behaviour appropriately – do not humiliate or degrade others
– Recognise positive behaviour from colleagues
– Remember to criticise ideas, not people

Be representative
– Act in the best interest of members
– Be aware of who is being represented in the room and whose ideas are most prominent within discussions
– Where possible, seek the views of those you represent on the issues that affect them and take them into account when voting, even if you don’t personally agree with them
– Take care in public to ensure that your personal views are not interpreted as BMA views
– Where possible, share relevant information and feedback any outcomes that are not confidential to your constituents

Respect others
– Avoid dominating conversations and instead make space for others to speak, especially as chair
– Be open to others’ ideas and opinions
– Be prepared to change your mind
– Remember that everyone has a right to contribute and should be encouraged to do so
– Help to create a collaborative environment in which everyone can respectfully and constructively be honest and express differences of opinion or dissent
– Listen to one another and do not interrupt
– Value all contributions, including viewpoints that differ from your own

We encourage all our members to listen to the following Ted talk by Dr Chris Turner – ’Civility saves lives’ – www.ted.com/talks/chris_turner_when_rudeness_in_teams_turns_deadly/up-next?language=en