



FACULTY OF
PUBLIC HEALTH

OUR VALUES AND BEHAVIOURS

www.fph.org.uk

Introduction



I'm both pleased and proud to introduce the new 'FPH Values' to you. The work in this booklet represents considerable time and energy spent by our staff team at No.4 St Andrews Place, who have set out the kind of organisation we want to be part of and the behaviours we want to encourage.

Organisational change can be both rapid and slow. It can take time to create an environment that enables cultural change and it takes time to debate the issues and finalise the details. But once a momentum is generated and a commitment made, progress can be quick – and that is what we are beginning to see through this work.

The FPH team have agreed to build these behaviours into our daily working lives and to talk about them with each other, our members and stakeholders. Most importantly, we have committed to making them come alive in practical ways and to regularly reflect on how we can improve further.

All of the FPH team are involved in supporting the work of our members: their education, training, ongoing development and the standards of professionalism expected of them. Because of this, they are critically important to the success of the public health profession and all its endeavours to do and to be. The FPH team are vital components of improving the health of the public – in saving lives – and in delivering 'Better Health for All'. These values set out an excellent framework to support our work and our membership and I commend them to you.

David Allen

Chief Executive
Faculty of Public Health

Our values



We are member focused

Reminds us why we exist

We strive for excellence

Our standards /ambitions for supporting our members

We promote learning and development

How we stay at the top of our game to best support and learn from our colleagues and members, and help our colleagues and members to develop new skills

We work as one team

How we work with each other, our officers, members and external partners

We value each other

How we treat our colleagues, our members, our officers and our external partners

We are member focused



We are fulfilling this value when we...

- Act in the best interests of our members and the organisation
 - Treat our members consistently and fairly
- Actively listen to, consult with, and engage with our members
- Communicate actively with our members, including with targeted communications
- Are open, honest and transparent with our members – and act with integrity
- Make ourselves accessible to our members



We are not fulfilling this value when we...

- Put our own needs, or the needs of specific individuals, before the needs of our members, or the greater good
- Treat our members unfairly or fail to treat them with the respect they deserve
 - Demonstrate favouritism
 - Assume we know better
- Keep our members in the dark

We strive for excellence



We are fulfilling this value when we...

Demonstrate an 'I care' attitude

Actively, and routinely, seek to make things better

Are accountable, responsible and take ownership of our work

Demonstrate attention to detail

Agree, and manage, expectations of colleagues, officers,
members and partners

Keep our word or explain why we can't

Are 'present', actively engaging with others

Act with integrity, honesty and honour without compromising
the truth or the evidence base

Work with a 'can do' attitude

Seek to improve the team we work in

Take a proactive, solutions focused approach to problems
and challenges



We are not fulfilling this value when we...

Take an 'I don't care' or 'it's not my job' attitude

Don't take ownership or shirk responsibility

Fail to be accountable for our actions

Fail to value creatively and innovation

Fail to engage actively in our work – minds are elsewhere,
we are distracted, eg. constantly looking at our phones

Promise things – and then don't deliver without
reasonable explanation

Take a slap-dash approach

We promote learning and development



We are fulfilling this value when we...

- Are, and are seen to be, a learning organisation
- Actively promote individual, team and organisational development and innovation
- Support people to learn in a constructive and supportive way
- Make time for members and colleagues, reflect on their needs, and help them to learn new skills
- Learn from, our members and colleagues, including where they feel we need to develop
- Take responsibility for and actively invest in our own learning and development
 - Are open to learning new skills
- Constructively challenge how things are done, and accept that trying a new approach can take time and more resource initially
 - Take informed and 'considered' risks
 - Are proactive and solutions focused



We are not fulfilling this value when we...

- Are stuck in our ways or do things 'because we've always done them like this'
- Don't invest in our own, or make time for, other's personal development
- Fail to give others the space or the opportunity to grow and develop
- Shy away from challenging attitudes and ways of doing things that you really know need to be challenged

We work as 'one team'



We are fulfilling this value when we...

- Recognise that we are a small organisation and all have to play our part
- Are flexible in our approach and 'muck in' when needed
- Are supportive, inclusive and collaborative in our approach
- Are helpful to other colleagues and to our members
- Are approachable, warm and welcoming to others
- Are all working towards the same goals
- Recognise our colleague's priorities and deadlines and negotiate around those



We are not fulfilling this value when we...

- Say 'that's not my job'
- Fail to offer help to others that need it
- Actively exclude others
- Work in silos
- Are rude, or unfriendly, towards others
- Put the needs of ourselves, or own team, above the needs of the organisation
- Expect others to drop everything to provide help
- Fail to offer help where possible to others who need it

We value each other



We are fulfilling this value when we...

- Work with others – colleagues, members, officers – as our equals
- Value our external partners
- Give everyone a voice regardless of their position/seniority
- Take time to consider, and understand, the needs of others
- Appreciate and respect that we are all different
- Actively listen to others and respect their opinions – even if we don't agree with them
- Value and respect equality and diversity



We are not fulfilling this value when we...

- Talk down to, or fail to recognise the value, of others
- Disregard the needs of others
- Criticise others for being different
- Fail to listen to or talk over others
- Stifle or criticise alternative opinions
- Do not take accountability or responsibility for our actions





**FACULTY OF
PUBLIC HEALTH**

4 St Andrews Place, London, NW1 4LB