GLIAS

Greater London Industrial Archaeology Society

Corporate Policy Number 11	Date Last Updated: September 2026 Date for Next Review: September 2028 Director Responsible: TM Sidaway
Directors' Code of Conduct	

Charity directors / trustees are ultimately responsible for the charity. As charity trustees collectively and individually, we will:

- **Act legally and properly** – by acting with integrity, honesty, within the law and our governing document, and in the charity's best interests at all times.
- **Create a safe space** – in which everyone is encouraged and feels able to speak.
- **Positively challenge** – each other, but avoid being confrontational – saying 'no', 'that won't work'.
    - Instead, we ask open questions that will help us work together to explore/test an idea, or suggestion – who, what, when and how.
- **Think, then speak** – what can I say succinctly that will most help the Board?
- **Feel able to ask the questions that need to be** – there is no elephant in the room or, if there is, we're all working together to get it out.
- **Act strategically** – by thinking externally and longer term.
- **Focus on solutions** – by talking about the past, only to learn from it, avoid talking about what we can't do and, instead, focus on what we could do.
- **Welcome differing viewpoints** – respect each other's right to hold a different opinion and recognise our own right to do so too.
- **Not make assumptions** – about who someone is, but rather respond based on the facts/content of what he/she said.
- **All contribute** –
    - Everyone has something to give and something to learn.
    - And no one person is allowed to dominate the conversation to the exclusion of others.
- **Be slow to take offence** – and quick to apologise, always.
- **Give permission** – to everyone else to remind us when we inadvertently stray from the above.
- **Accept our responsibility** – for ensuring that everyone is treated fairly, with respect and kept safe from harm.