

Our Values

This document sets out the values that are vital to the success of Wessex LMCs as the statutory representative body of General Practice locally and the inclusive culture it stands for.

Our values apply to all of us in the LMC – office staff, committee members and the Board – ensuring that we all aspire to a common standard and promote the success and reputation of the organisation when representing Wessex LMCs.

The values representing our culture include:

- **Integrity** is the golden thread that runs through our values. We will act with honesty and probity to allow us to fulfil the potential of the other values.
- **Collaboration** –we will engage with others to further our strategy, whilst remaining unafraid to challenge where necessary.
- **Empowerment** –we want to strengthen practices and enable them to thrive.
- **Expertise** –we will retain a knowledge base and corporate memory in an ever-changing landscape whilst fostering a culture of continuous learning.
- **Innovation** –we will aim to further the potential of general practice, including a willingness to explore with new ways of working.



We do not accept the following behaviours (defined and explained in Appendix A) and all members of the LMC are encouraged to raise concerns if they are observed.

- Bullying
- Discrimination
- Harassment
- Sexism
- Victimisation

The LMC will foster a culture of active allyship, whereby if a member of the LMC family observes a colleague who may have a protected characteristic being overlooked or singled out, they will seek a way of actively including them or raising a concern on their behalf, rather than necessarily expecting the individual to act themselves.

Please see the document Securing “Our Values” to understand how Wessex LMCs supports this approach.

Appendix A: Definitions

Direct Discrimination

This means treating one person worse than another person because of a protected characteristic. It may be conscious or unconscious, cannot be justified in law, and the motive for the less favourable treatment is irrelevant. For example, a promotion comes up at work and the employer believes that people's memories get worse as they get older so doesn't tell one of his older employees about it, because he thinks the employee wouldn't be able to do the job.

Indirect Discrimination

This can happen when an organisation puts a rule or a policy or a way of doing things in place which has a worse impact on someone with a protected characteristic than someone without one. For example, a local authority is planning to redevelop some of its housing. It decides to hold consultation events in the evening. Many of the female residents complain that they cannot attend these meetings because of childcare responsibilities.

Protected characteristic

There are nine protected characteristics defined under the Equality Act 2010:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Sexism

Actions based on the belief that the members of one sex are less intelligent, able, skilful, etc. than the members of the other sex.

Sexual Harassment

Is defined in s26 of the Equality Act, but the essence of sexual harassment is that (i) the conduct is of a sexual nature and (ii) the conduct is unwanted. It has the purpose or effect of violating the dignity of a worker, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Something can still be considered sexual harassment even if the alleged harasser did not mean for it to be. It also does not have to be intentionally directed at a specific person.

Victimisation

This occurs when someone is treated unfairly (e.g. dismissed) because they are taking action under the Equality Act or supporting someone else who is doing so.

Workplace Bullying

This is defined as behaviour attempted to undermine an individual or group of employees.

ACAS defines bullying and harassment together as: 'offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient. Bullying or harassment may be by an individual (perhaps by someone in a position of authority such as a manager or supervisor) or involve groups of people. It may be obvious or insidious, persistent, or isolated. It can also occur in written communications, by phone or through email, not just face-to-face.

Whatever form it takes, it is unwarranted and unwelcome to the individual.'

There are 5 recognised categories of bullying behaviour:

- Threat to professional status (belittling, public humiliation, accusation of lack of effort)
- Threat to personal standing (name calling, insulting, teasing)
- Isolation (preventing access to opportunities e.g. training, withholding information)
- Overwork (e.g. impossible deadlines)
- Destabilisation (failure to give credit, meaningless tasks, shifting the goalposts).