



The Prince & Princess
of Wales Hospice



Ethical Leadership Charter



Purpose

This Ethical Leadership Charter sets out the principles, behaviours, and commitments expected of all leaders within the organisation. It serves as a guide for decision-making, accountability, and the creation of a workplace culture built on trust, integrity, and respect and hospice values.

Our Leadership Commitment

As leaders, we commit to:

1 Act with Integrity

- Demonstrate honesty, transparency, and consistency in all actions and decisions
- Uphold the highest ethical standards, even when faced with difficult choices
- Avoid conflicts of interest and disclose any potential concerns promptly

2 Lead by Example

- Model the behaviours and values expected of others
- Take responsibility for our actions and decisions
- Foster a culture where ethical conduct is recognised and valued

3 Treat People with Respect

- Promote dignity, fairness, and inclusion for all
- Listen actively to diverse perspectives and encourage constructive challenge
- Create a safe environment where individuals feel valued and heard

4 Promote Accountability

- Accept responsibility for outcomes and decisions
- Encourage transparent reporting and open communication
- Address unethical behaviour promptly and fairly

5 Make Fair and Informed Decisions

- Base decisions on facts, evidence, and organisational values
- Consider the impact of decisions on patients & families, staff, volunteers, stakeholders, and the wider community
- Balance business objectives with ethical responsibilities

6 Foster Trust and Openness



- Communicate honestly and regularly
- Encourage employees to raise concerns without fear of retaliation
- Protect confidentiality where appropriate while maintaining transparency

7 Support Diversity, Equity, and Inclusion

- Champion equal opportunities for all
- Challenge discrimination, bias, and unfair treatment
- Encourage diverse teams and perspectives to strengthen decision-making

8 Promote Sustainable and Responsible Practices

- Consider the long-term impact of decisions on people, society, and the environment
- Encourage responsible use of resources and sustainable business practices
- Act in the best interests of future generations as well as current stakeholders

Expected Leadership Behaviours

Leaders will:

- Be honest, respectful, and professional always
- Encourage ethical discussion and constructive challenge
- Address concerns and complaints fairly and promptly
- Support employee wellbeing and psychological safety
- Continuously develop their ethical awareness and leadership capabilities

Accountability and Review

All leaders are accountable for upholding this charter Compliance will be supported through:

- Regular leadership development and training
- Ethical decision-making frameworks and guidance
- Performance reviews that consider leadership behaviours and values
- Periodic review of this charter to ensure ongoing relevance and effectiveness