

Members Code of Conduct

This Code outlines the standards of behaviour expected of all WES members. It supports our mission as a registered charity and professional body to advance gender equity and inclusive excellence within engineering.

Members are expected to:

1. Uphold WES's charitable values and reputation

- Act with honesty, fairness, and integrity in all WES-related interactions
- Champion WES's charitable objects, policies, and public benefit remit
- Avoid conduct that could harm WES's reputation or undermine public trust

2. Promote an inclusive and respectful community

- Treat others with respect, dignity, and professionalism
- Embrace diversity in background, perspective, and identity
- Challenge discriminatory or exclusionary behaviour where appropriate

3. Safeguard and represent responsibly

- Follow WES safeguarding guidance and event policies
- Refrain from unauthorised public statements on behalf of WES
- Use WES systems and platforms responsibly and ethically

4. Engage constructively and collaboratively

- Value respectful dialogue, feedback, and diverse viewpoints
- Contribute to the growth and success of others in the WES community
- Participate in WES activities with curiosity, generosity, and openness

5. Operate with accountability and transparency

- Declare conflicts of interest where relevant to WES roles or activities
- Follow complaints and disciplinary procedures if issues arise
- Respect confidentiality, data protection, and responsible information use

Additional Standards for Trustees

As stewards of WES's charitable purpose, Trustees are expected to demonstrate the highest standards of governance, integrity, and accountability.

Trustees must:

- Fulfil their duties under the Charities Act and WES governing documents
- Act in WES's best interests at all times, avoiding personal gain or undue influence
- Be open to challenge and scrutiny on actions, behaviours, and capabilities
- Foster a culture of transparency, reflection, and continuous learning within the Board
- Model inclusive leadership and uphold WES's values both internally and externally
- Engage proactively with member feedback and represent WES with professionalism

Compliance and review

Breaches of this Code may lead to action under WES's Complaints or Disciplinary Policies. The Code is reviewed annually in line with WES's governance cycle and regulatory updates.

Audit record

This document is reviewed every three years or as needed in response to internal or external triggers to ensure it remains current and aligned with any changes in laws, regulations, or company policies.

Role	Name	Date
Reviewer	Trustees Caitlin McCall and Paula McMahon	18-07-25
Agreed by	Members Directors' Committee/ Vince Pizzoni Chair	21/07/25
Approved by	Board of Trustees	02-09-2025
Next Review	Apr 28	