



COMBINED SERVICES ORTHOPAEDIC SOCIETY STANDARDS OF BEHAVIOUR POLICY

Introduction

1. The Combined Services Orthopaedic Society (CSOS) is a civilian organisation, the purpose of which is to promote orthopaedic specialty training and practice within the Armed Services.
2. Membership of CSOS is open to all past and present members of the Royal Navy, Army and Royal Air Force with an interest in Trauma and Orthopaedics (T&O), as well as certain invited civilians. As such all members are expected to comply with Ministry of Defence (MoD) and Single Service (sS) directives on standards of behaviour and codes of conduct at all times.
3. This document will summarise key areas of Defence and sS policy relating to standards of behaviour and codes of conduct. It will provide a framework for actions to be taken by the CSOS Committee if individuals' standards fall below those expected.

Values and standards

4. The MoD and sS have clear policies on the standards of behaviour expected of Armed Forces personnel¹⁻³. Reservists, retired military personnel and civilian members of the Society are expected to be aware of these standards and adhere to them at all times. JSP 763 Pt 1 (V1.0 Jun 21) contains the MOD's policy statement on behaviour.
 - a. "MOD needs high quality people with the necessary skills, knowledge and experience, who are valued, respected, invested in and feel supported. The UK Armed Forces are a formidable fighting force and the commitment of all Service personnel and civilian employees is rightly celebrated. Unacceptable behaviour persists, however, which negatively impacts on people, the teams they serve in, and ultimately, operational output. It also has an impact on attracting, recruiting and retaining the talent we need."
 - b. "MOD does not tolerate any form of bullying, harassment, unlawful discrimination or victimisation. Everyone has a right to be treated with dignity and respect regardless of rank, grade or position. Everyone has a role in creating an inclusive, safe and supportive working and social environment".
5. Everyone has a responsibility to challenge unacceptable behaviour, where there has been a failure to meet values and standards. The sS standards of behaviour are taught during basic training and should guide all actions of those within the Armed Forces:

- a. **Royal Navy.** Annex 21H of BRd 3(1) outlines expected ethos, values and standards. The core values are commitment, courage, discipline, integrity and loyalty.
- b. **Army.** In addition to the same values as the RN, Values and Standards of the British Army also outlines the following expected standards: lawful, acceptable behaviour, professional.
- c. **Royal Air Force.** Air Publication 1 3rd Revision October 2019 lists the core values of respect, integrity, service and excellence.

Mandatory training

6. Since Nov 22 an associated presumption of discharge from the Armed Forces has been in effect for those engaging in unacceptable sexual behaviour. An awareness package has been created by Defence People, of which all personnel should have been made aware of by their CoC (<https://www.gov.uk/government/publications/2022din01-073-zero-tolerance-of-unacceptable-sexual-behaviour-a-victimsurvivor-focused-approach>).

Actions to be taken

7. Any member of CSOS can raise concerns about the behaviour of other members or invited guests without fear of recrimination. These concerns may be verbal or written and can be made to any Committee member. They may also be made to another member of CSOS who can approach the Committee on the individual's behalf.
8. Attempts to verify the circumstances of the alleged incident will be made by the President and Chairman.
9. Actions to be taken by the Committee will be guided by the wishes of the individual(s) affected, the severity of the alleged transgression and any previous behavioural concerns. These may include:
 - a. **Verbal warning.** This is unlikely to be deployed retrospectively. Any member of CSOS should feel able to challenge an individual's behaviour at the time if it serves to make them feel uncomfortable, regardless of rank or position.
 - b. **First written warning.** Should unacceptable behaviour be established a written warning will be sent to the individual from the Secretary signed by both the President and Chairman. The warning will make clear that any further transgressions will result in dismissal from the Society.
 - c. **Dismissal.** Should an individual's behaviour fall below the standards expected on more than one occasion they will be informed that they no longer conform to the values of the Society and the Armed Forces and their membership will be terminated.
 - (1) Any criminal behaviour will result in immediate dismissal without a prior written warning.
10. Minutes of any discussion about an individual's behaviour will be kept by the Secretary and distributed to the President and Chairman. Discussions should be limited to those directly involved in the alleged incident and handled with discretion. The individual(s) affected by the incident should be made aware of the Committee's findings and actions taken.

11. **Wider implications.** The CSOS Committee does not have a regulatory function or powers. Individuals receiving either a first written warning or being dismissed from the Society are expected to continue to comply with the professional obligations placed on them by the General Medical Council (GMC) as outlined in Good Medical Practice in relation to honesty and integrity.

P M Bennett
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Secretary to CSOS

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¹ JSP 763: Behaviours and informal complaint resolution
² 2022DIN-01-035: Zero tolerance to sexual offences and sexual relationships between instructors and trainees
³ 20221013_Unacceptable sexual behaviours_training package_final_recorded