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Royal College of Paediatrics and Child Health **Our Core Values**

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Professor Steve Turner, President RCPCH



As our College moves forwards, its members with college roles (aka volunteers) and staff are working in an ever-closer partnership and I welcome this document which mirrors a corresponding staff document. The “four I’s” of Include, Influence, Innovate and Inspire are applicable to me in my college role, also my day job as a paediatrician and at home too. The words in this document capture the values and behaviours our college aspires to and are important from both internal and external perspectives.

From an early age, many of us will have experienced being part of a “good” culture, for example in the classroom or a sporting team, and that positive experience stemmed from values of behaviours of individuals in the classroom or team. Whilst I know we all try to meet each of the values and behaviours, I also know I don’t get there every day. So, I find it important to pause every now and then to reflect and learn. I think this document is a great resource to stimulate reflection. What is it that makes the team work well, or not so well? And how can I as an individual contribute from the front, back or somewhere in between? In College, clinical and research settings, often a relatively simple thought or actions can yield a big positive impact.

Thank you very much for reading this wonderfully short document. I hope it is useful as you continue to reflect on and develop in your college role.

Dr Jan Dudley, Registrar RCPCH



A happy workforce is a productive workforce. Our culture of influence and inspiration through integrity and open communication permits a supportive environment that celebrates success and facilitates collaboration. Our goals will foster an atmosphere where everyone feels valued and motivated.

A huge thank you to our members for everything that you do for the well-being of children and young people. We look forward to working with you to achieve these goals.

Our College Strategic Goals

Goal 1:

The size, skill and welfare of the UK child health workforce are prioritised by senior NHS decision makers to meet the needs of children and young people across the four nations.

Goal 2:

Child health is at the centre of decision-making across the four nations of the UK.

Goal 3:

Research, evidence and clinical standards improve safety and child health outcomes.

Goal 4:

RCPCH has an international impact in paediatrics and child health.



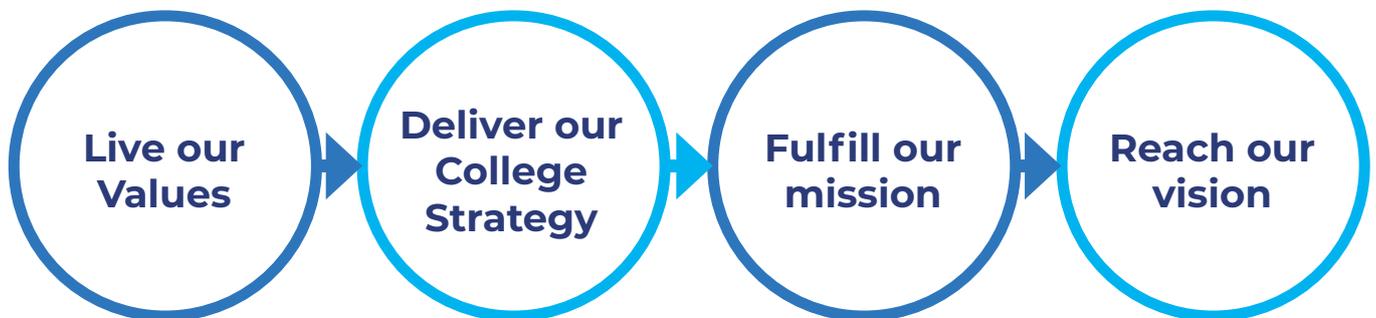
One College, One Team

Rob Okunnu, RCPCH CEO



You are part of an organisation that has purpose at the heart of its culture. Everything that we do stems from our vision and mission. Our Values ensure that how we do things is of equal importance as what we do.

As a vibrant community made up of staff, members in College roles as well as the broader membership, trustees and children and young people, being cohesive, collaborative and connected is essential. One College, One Team is a helpful way to describe our culture and it provides a way to keep the bigger picture in focus. We are indeed, the sum of many parts.



How to use our Values and Behaviours

The Values and Behaviours framework should contribute to shaping the curriculum, training, clinical practice, policy and planning in the College. All members with College roles - whatever their role or location across the globe - can use them to translate our Values into action. Defining our Values and associated behaviours helps everyone understand what is expected of them, how to recognise and celebrate positive behaviour and how to actively address poor conduct.

Above all, we are a values-led College and are committed to stewarding a positive culture. Our Values underpin everything that we do and make the College a place where members feel encouraged, supported and inspired.



I include

I will treat others fairly and with respect, ensuring that my behaviour is appropriate at all times. I will value individual differences, perspectives and contributions.

I will Champion

- Treating everyone with dignity and respect.
- Taking action to treat everyone fairly.
- Taking responsibility for my own behaviour.
- Taking responsibility for developing my self-awareness.
- Considering how my style may impact on others.
- Showing interest and being naturally curious about the views of others.
- Ensuring my words and actions are kind.
- Consider the needs of others.

I will Challenge

- Negative talk about others behind their backs.
- Disrespectful behaviour to others and of their opinions.
- Allowing discrimination or disrespect go unchallenged.
- When confidentiality is not respected.
- When position or knowledge is used as a power mechanism.
- When a group is used to side against another.
- I show different levels of respect to different levels of colleague, members or children and young people.
- Withholding information.

I influence

I act with integrity, being open and honest, checking and challenging my behaviour and practices to improve working practices, and advance the work of the College.

I will Champion

- Behaviours that support our Values.
- Communicating and interacting in a way that shows I care and understand.
- Openly sharing ideas, plans and progress.
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- Giving and receiving honest feedback in a productive and positive manner.
- Communicating positively so that everyone person feels they belong and are valued.
- Listening carefully and respond honestly.
- Accepting the views of others and explaining what we can and cannot do.
- Knowing my own limits and seeking advice and support when needed
- Providing clarity and reasons behind my decisions
- Challenging myself and others to make a positive difference through the work that we do.

I will Challenge

- Behaviours that do not support our Values
- Failing to escalate issues when they become known
- Saying 'yes' to something to please others, when I know we may not be able to deliver
- Not taking responsibility for actions
- Not offering to help others
- Placing blame on others
- Failing to answer questions honestly

I innovate

Aim for quality in everything I do, take pride in my work to have the greatest impact on the services provided by the College.

I will Champion

- Creating space for the exploration of diverse ideas.
- Problem-solving.
- Capturing lessons learned.
- Actively sharing knowledge, skills and experience with others.
- Using analytics to inform my exploration of ideas and inform my decision making.
- Encouraging and seeking feedback from multiple stakeholders.
- Exploring new ideas knowing that if they are not successful we can capture the lessons learned and not appoint blame.
- Building positive working relationships, drawing on diverse strengths, knowledge and experiences.
- Making time to plan, do and review.

I will Challenge

- Associating only with people who think like me.
- Being defensive to feedback.
- Not listening or responding to ideas.
- Being rigid in my ways of thinking and working.
- Adopting a negative or pessimistic mindset.
- Thinking that one person has all the answers.
- Not making time to plan, do and review.

I inspire

I will be inspired by and open to possibilities, seeking to first understand the ideas of others. I will have the courage to embrace change and openly share my ideas freely with others to improve the way we work.

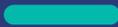
I will Champion

- Inspiring and supporting others to challenge and stretch themselves.
- Creating a safe and supportive learning environment.
- Celebrating success and giving positive feedback to build confidence.
- Learning from mistakes.
- Creating and sharing connections.
- Listening, understanding and empathising with others.
- Empowering and encouraging others to make informed choices.

I will Challenge

- Failing to learn from my mistakes.
- Shirking my responsibilities.
- Accepting poor performance.
- Failing to give timely constructive and feedback.
- Creating unrealistic objectives, plans or deadlines.
- Taking credit for other people's work.
- Not taking pride in my work.

**One College,
One Team**

-  I include
-  I influence
-  I innovate
-  I inspire

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