



1. ORGANISATIONAL PURPOSE



2. LEADERSHIP



3. INTEGRITY



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5. BOARD EFFECTIVENESS



6. DIVERSITY



7. OPENNESS & ACCOUNTABILITY

8. COPE MISSION



COPE is committed to educate and support editors, publishers and those involved in publication ethics with the aim of moving the culture of publishing towards one where ethical practices becomes the norm, part of the publishing culture. Our approach is firmly in the direction of influencing through education, resources and support of our members alongside the fostering of professional debate in the wider community.

1. ORGANISATIONAL PURPOSE

The Trustee Board and Council Members:

- Have a shared understanding of and commitment to COPE's [core mission and purpose](#)
- Are responsible for ensuring that COPE meets the needs of all its members from all disciplines
- Can demonstrate that COPE is effective in achieving its charitable mission through its activities and the resources it provides.

2. LEADERSHIP

The Trustee Board:

- Provides oversight and direction to COPE and accepts the responsibility for ensuring the Council and staff have the resources to achieve the aims of the charity
- Takes collective responsibility for its decisions
- Leads by example, acting honestly, truthfully and with integrity in their transactions and dealings
- Assures that COPE follows relevant laws for UK Charities and Corporations.

3. INTEGRITY

The Trustee Board and Council Members:

- Act in the best interests of COPE and its members and beneficiaries, acting ethically, professionally, and in line with its own aims and values
- Disclose any [real or perceived conflicts of interest](#) in any discussion or project and conform to COPE's policies and procedures for handling such conflicts.

4. DECISION MAKING, RISK & CONTROL

The Trustee Board:

- Is responsible for the decisions and actions of COPE – Trustees delegate authority but not ultimate responsibility
- Delegates specific activities to Council, subcommittees, contractors, staff, and other consultants with specific terms of reference, proposal guidelines, policies and procedures, and other relevant guidelines
- Engages in regular development and review of strategic and financial performance, and monitors the sustainability of COPE to assure it provides public benefit
- Has oversight of all COPE's activities and services.

5. BOARD EFFECTIVENESS

The Trustee Board and Council Members:

- Work as a team through regularly scheduled meetings, both electronic and in person
- Are expected to attend and prepare for each meeting, participate in constructive and collegial dialogue, and volunteer their skills as appropriate to advance the work of COPE, usually via active participation in subcommittees
- Ensures there is a formal, rigorous and transparent procedure to elect and appoint new Officers, Trustees and Council members
- Receive an orientation to COPE and their responsibilities in their roles.

6. DIVERSITY

The Trustee Board and Council Members:

- Adhere to principles of equality and diversity by recruiting members with diverse backgrounds
- Make reasonable attempts to remove, reduce, or prevent obstacles to those seeking to participate in the activities or governance of COPE
- Are expected to respect the many different viewpoints, perspectives and opinions of a broad and diverse COPE membership.

7. OPENNESS & ACCOUNTABILITY

- The Trustee Board and Council communicate and consult effectively with members and key stakeholders
- COPE takes seriously its commitment to openness and transparency by providing regular reports about its governance, ethical guidance, strategic and financial performance, and all other resources to its members and the public that demonstrate public benefit
- COPE is open about its work, safeguarding identities only where necessary when referring to public statements about specific publication ethics cases.