

# One-RPS Principles and Behaviours Together we are Pharmacy

**A joint statement issued by the President, Treasurer,  
National Pharmacy Board Chairs and Executive Team**

The senior leadership team of the Royal Pharmaceutical Society (RPS) is committed to promoting a culture of 'One-RPS' across the whole organisation. This includes the Chairs and Officers Group (made up of those who hold senior elected positions within our Governance structure) and the Executive Team.

One-RPS is all about achieving greater alignment within and across RPS teams. It's about each of us playing our part in achieving our goals and in doing so, how we draw upon each other's skills and energy, avoid creating unnecessary silos, and how we work, win or lose together. It applies just as much to our elected members as it does to our employees, as we're all part of the RPS team.

Together, we've developed a set of Principles and Behaviours to set out what One-RPS really means to us.

We share these with you in the expectation that each of us will embrace them and reflect them in the way we behave.

## One-RPS Principles

- 1** Everyone is committed to delivering:  
**Our Mission:**  
**We put pharmacy at the forefront of healthcare**  
**Our Vision:**  
**We are the world leader in the safe and effective use of medicines**
- 2** Our corporate goals are owned by all of us and we will work to support one another, never putting self-interest before that of the organisation.
- 3** The senior leaders will work collaboratively and hold each other in mutual esteem.
- 4** We will foster a culture of continual improvement and development throughout the organisation and at all levels.
- 5** We will not tolerate a blame culture and we expect transparency and openness in return.
- 6** We will always put our members, patients and customers at the heart of everything we do.

## One-RPS Behaviours

- 1** We will be transparent and open with each other and encourage the same from those we work with.
- 2** We will demonstrate pride in the RPS and talk positively about each other and to each other.
- 3** We will encourage constructive debate and challenge in order to deliver improvement.
- 4** Where we disagree with one another we will do so with dignity and respect for other opinions and beliefs and will not tolerate abusive or subversive behaviour, nor bullying in any form. We each have a responsibility to call this out if observed.
- 5** We will support one another in pursuit of doing things better, at pace and with an aim to achieve or exceed agreed goals, but we will not allow an ambition for perfection to get in the way of delivering what is needed.
- 6** We will call for help when we need it and support each other in achieving RPS objectives. The success of the team is more important than the success of any one individual.
- 7** We will not be afraid to try new ways of doing things, to experiment or innovate and will work with agility to deliver our goals while being realistic in our ambitions and focussed on delivering our plans.
- 8** We will celebrate our successes and share successes and failures together.

**Sandra Gidley**  
President, on behalf of all  
Assembly members who  
have affirmed their support

**Paul Bennett**  
CEO, on behalf  
of Executive Team

**Mahendra Patel**  
Treasurer

**Claire Anderson**  
Chair, on behalf of  
England Board members

**Suzanne Scott-Thomas**  
Chair, on behalf of  
Wales Board members

**Jonathan Burton**  
Chair, on behalf of  
Scotland Board members