

caring for you charter



Royal College
of Midwives

The Royal College of Midwives' Caring for You programme aims to improve RCM members' health, safety and wellbeing at work, so they are able to provide safe high quality maternity care for women, babies and their families and has become embedded in all RCM business.

By signing the RCM Caring for You Charter, maternity providers are demonstrating their continued commitment to provide a healthy safe working environment. Improving the safety, health and wellbeing of the whole maternity team enables them to provide safe, high-quality care to women babies and their families.

Healthy and well rested midwives, maternity support workers and students midwives are at the heart of providing safe, high-quality care for women and their families

The employer commits to:

Culture - Promote a positive, inclusive culture where staff feel valued, respected and invested in, and ensure a safe and effective learning environment for students

Action - To work in partnership with RCM branch and workforce business partners, to implement bespoke action plans based on local issues, identified by the maternity team.

Responsibility - Implement robust health and safety strategies to prevent damage to staff wellbeing, ensuring zero tolerance of violence and/or aggression. As an employer we are committed to providing a safe and healthy working environment.

Inclusive - Implement actions to address inequality in the workplace, ensure inclusivity and protect staff from bullying, incivility, plus all negative and undermining behaviours.

Nurture - Ensure a positive experience for all new starters, newly qualified and returners to the service. Promote attractive and innovative shift patterns which will be easily accessible to Midwives and MSW's.

Good to Great - Work in partnership to monitor and evaluate progress in relation to our action plans and the experience of all midwives, MSWs and students, improving and adjusting accordingly.

Director of Midwifery/Head of Midwifery/
Employer representative

Signed:

Date:

Job title:

RCM Health and Safety representative/
RCM Branch representative

Signed:

Date:

Job title: