

## RCM Caring for You Charter

# RCM campaign for healthy workplaces delivering high quality care

The Royal College of Midwives' Caring for You Campaign aims to improve RCM members' health, safety and wellbeing at work so they are able to provide high quality maternity care for women and their families. The RCM has produced campaign resources and information that you can view here: [www.rcm.org.uk/caringforyou](http://www.rcm.org.uk/caringforyou).

We are asking all NHS organisations to support Heads of Midwifery in the UK to sign up to the RCM's Caring for You Charter to show their commitment to improve midwives'; student midwives and maternity support workers' health, safety and wellbeing at work so they are able to give even better care for women and their families.

This organisation commits to:

1. Work in partnership with the RCM Health and Safety Representative to develop and implement an action plan about health, safety and wellbeing issues that are important to the maternity workforce and maternity service users.
2. Ensure that midwives and maternity support workers have access to a variety of shift patterns and flexible working and promote a positive workplace culture around working time including taking breaks.
3. Foster a positive working environment for all by signing up to the RCM/RCOG statement of commitment calling for zero tolerance policy on undermining and bullying behaviours.
4. Enable midwives and maternity support workers to access occupational health and other organisational policies for both their mental and physical health, safety and wellbeing.
5. Nurture a compassionate and supportive workplace that cares for midwives and maternity support workers so that they can care for women and their families.

Head of Midwifery

RCM Health and Safety Representative

Signed: .....

Signed: .....

Date: .....

Date: .....



Promoting · Supporting · Influencing

[www.rcm.org.uk/caringforyou](http://www.rcm.org.uk/caringforyou)

