



# Code of Conduct & Ethics

[countrysideassociation.org.uk](http://countrysideassociation.org.uk) - [internationalrangers.org](http://internationalrangers.org)



# Countryside Management Association

## About the CMA

Formed in 1966 the CMA is the largest organisation supporting the work of conservation, access and recreation professionals in the natural greenspace and countryside sector throughout England, Wales, and Northern Ireland.

### **In particular, our aims are to:**

- Support the development of staff, students and volunteers involved in the management, interpretation, and public enjoyment of natural greenspace and the countryside through networking, training, and continuing professional development.
- Promote the value and importance of professionally managed natural greenspace and the countryside to the general public, the government and other organisations.
- Influence the organisations involved in the management of natural greenspace and countryside by providing information and authoritative comment.
- Champion the staff, students and volunteers involved in the management, interpretation, and access to natural greenspace and the countryside



*CMA members work on diverse range of sites from urban green spaces to National Nature Reserves like this one at Titchfield Haven in Hampshire*



© P Cristina

**Ethics** – These are based on the International Ranger Federation’s Ranger Values and are particularly relevant to field-based staff although all CMA members are expected to uphold these ‘values’

### **Values**

Those involved in Countryside and Greenspace management should perform their duties according to the following values and based on their jurisdiction and mandate.

They act as role models and ambassadors for their profession, the environment and the people who depend upon these resources.

Often, those working in the field are the “face” of nature. They should be proud, committed, and passionate about their vocation, and compassionate towards nature and the people they interact with.

### **Natural and Cultural Values**

Human well-being is closely linked to nature. Countryside and Greenspace Management Professionals respect and conserve the natural and cultural values of the areas where they work, encouraging all others to do the same. They understand that present and future generations have the right to know, enjoy and benefit from nature.

## **Principles and Accountability**

Countryside and Greenspace Management Professionals adhere to human rights and ethical principles. They act with fairness, impartiality, and tolerance. They do not discriminate, abuse, intimidate or harass.

Countryside and Greenspace Management Professionals respect gender, age, ability, race, socio-economic or ethnic status, sexual orientation, and religious beliefs or lack thereof.

Countryside and Greenspace Management Professionals act in line with applicable laws, professional standards, and guidelines. They are accountable for their actions and transparent in performing their duties.

## **Excellence**

Countryside and Greenspace Management Professionals display a positive attitude and behave in a peaceful, friendly, polite, professional, and responsible manner. They are honest, truthful, and trustworthy. They act with integrity and do not abuse their position. They admit mistakes and correct them. They are a credit to their organisation, whether on or off duty.

Countryside and Greenspace Management Professionals use their knowledge and skills to help conserve nature and protect the communities that depend on it, performing their duties with professionalism to the highest standards. They aim to continually develop their knowledge and skills and share these with colleagues and other stakeholders.

## **Collaboration, Loyalty and Leadership**

Countryside and Greenspace Management is more effective through teamwork; Countryside and Greenspace Management Professionals collaborate with all colleagues.

They are disciplined and loyal to colleagues, the organisations, communities and environments



they serve unless these compromise their integrity, or the integrity of nature.

Countryside and Green Space Manages inspire colleagues and others by upholding this set of values, leading by example, treating everyone equally, supporting and mentoring, and enabling open and effective dialogue to create an organisational culture true to these values.



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## **Respect**

Countryside and Greenspace Management Professionals treat the public, colleagues, communities, and other stakeholders with respect and courtesy while upholding the law. They maintain a sound and positive relationship with local communities, building trust through clear dialogue and transparent, appropriate action.

They respect and value community rights, culture, customs, knowledge, and livelihoods.

They treat information with respect and disclose it only where necessary in the proper course of duties.

## **Safety**

Countryside and Greenspace Management Professionals always act with the utmost respect for their own safety, and the safety of others, and do not take unnecessary risks. They maintain operational security to protect themselves, their colleagues, and the organisation.

## **Fortitude**

Countryside and Greenspace Management Professionals are courageous in their duties in spite of any danger, criticism, or threats. Sometimes courage involves removing oneself from a dangerous or awkward situation. They act appropriately if the actions of managers, colleagues or other stakeholders contradict the this set of values or code of conduct.

# Countryside Management Association Professional Code of Conduct

**This Code applies to all membership categories of the Countryside Management Association (CMA), bar the student category.**

By becoming a member of the CMA, you agree to uphold and comply with this Code of Conduct.

The Professional Code of Conduct is in three parts; the first relates to the CMA, the second focuses on professional behaviour and the third highlights our commitment to people and the environment.

## Professional Code of Conduct

As a member of the Countryside Management Association I agree to uphold the CMA Code of Conduct by:

### Countryside Management Association

1. Ensuring that I do nothing to bring the CMA into disrepute.
2. By taking a full and active part as possible in the running, promotion, and activities of the CMA.
3. Doing my utmost to follow the ethics and values outlined in the International Ranger Federation's Ranger Values.
4. By being prepared to share my knowledge and skills with, and mentor other CMA members

### Professional Behaviour

5. Always seeking to develop my Countryside and Greenspace Management knowledge and skills.
6. Always applying that knowledge and skill in an open, honest, and appropriate manner.
7. By recognising my limitations and only undertaking work my training and knowledge permits, seeking help and support when tasks become overwhelming.



8. By acting objectively and impartially with honesty, integrity, and respecting confidentiality.
9. Understanding and avoiding conflicts of interest and ensuring disclosure if they arise.
10. Ensuring I maintain a sense of personal professional responsibility and owning up to my mistakes and errors of judgement.
11. Ensuring that when called upon, any advice or comment is based on sound principles and merit and not on conscious or un-conscious bias.

### **Commitment to People and the Environment**

12. That I undertake my work in the most sustainable and planet-friendly way possible.
13. I take account of the interaction and relationship between the natural, man-made and socio-cultural environment and promote sustainable management wherever practicable.
14. I put the needs of the community at the centre of my work planning, whilst still adhering to sound environmental protection and conservation principles.
15. I ensure that I go out of my way to communicate effectively with all stakeholders equally.
16. I ensure that work I carry out does not cause environmental damage, degradation, and I avoid knowingly or deliberately over-exploiting natural resources.
17. I will always treat colleagues, stakeholders, community members and fellow CMA members with respect irrespective of people's gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class. I will report all forms of unlawful and unfair discrimination.

*WWF completed the largest ever survey on the working conditions of government employed rangers across Asia and Africa, revealing the harsh realities of their work*





For further information about the CMA Code of Conduct  
please contact CMA admin.

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