

# Ethical Governance Statement

## Introduction

The University is committed to operating in an ethical way in every area to ensure the highest possible standards of decision making and accountability. This statement provides the context of a range of policies, regulations and codes which cover specific issues with an ethical dimension. Additionally, staff members are required to adhere to any relevant legislation including that which is specific to their area of responsibility

The Ethics Governance Statement sets out the role and responsibilities of the Governance and Nominations Committee with respect to ethics, the guiding principles and values and the system of governance. The principles of public life used in the statement have been adapted from those found in the Second Report of the Committee on Standards in Public Life to be applicable to staff, governors and students of the University, its collaborative partners, and to those providing a service to the University. It relates these principles and values to the personal and professional behaviour expected of its staff.

## Governance and Nominations Committee

The Committee has an oversight of all aspects of ethical matters at the University (except where they are covered by the Research Ethics Sub-Committee). It will monitor and review the activities and resources used to support, implement and embed ethics into our practices. This will include ensuring that Departments and Services have appropriate procedures to deal with ethical implications arising from teaching, research and institutional practice and to supplement these procedures as required.

The Committee will ensure that the range of related policies and ethical principles are clearly laid down, regularly monitored, and are disseminated to staff and students. They will also ensure that reference material on ethical guidelines produced by professional bodies, funding councils and other national bodies are maintained in a central place, implemented, and appropriate training arrangements on ethical issues are organised and attended. The Committee will also advise on wider aspects of University life/activities that may have ethical implications.

Finally the Committee will review the University's ethical guidelines, any local arrangements in relation to ethical policies, and any ethical requirements imposed by external bodies.

## Guiding Principles and Values

The University recognises that it must earn and maintain a reputation for integrity that includes, but is not limited to, compliance with laws and regulations and its contractual obligations. In many areas of activity, there are no relevant laws or regulations. In these cases, as in all others, the University will operate within a framework established by the Seven Principles of Public Life<sup>1</sup> and the University's values.

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1- These are: Integrity, objectivity, openness, selflessness, accountability, honesty, and leadership.

## **Personal and Professional Behaviour**

### **Leeds Trinity University - Core Behavioural Values**

#### **Honesty and integrity**

This goes beyond observance of professional standards: it is about openness and prudent judgement. It is about gaining trust and being straightforward in all of our working relationships. For example, give advice we believe in, behave ethically and stay true to our standards, avoid conflicts of interest, agree clear expectations, adopt a truthful and straightforward approach, even if the message is difficult, speak up if we think something is wrong, without fear of recrimination or victimisation and seek out, and give, honest and constructive feedback

#### **Mutual support**

We treat each other with consideration, dignity and respect with a strong ethos of sharing and consultation. We go to great lengths to help each other out. We stand up for each other and do not have a blame culture. For example, make time for any colleague who wants to talk through an issue, ask for help when we need it, consult and involve others in decisions and try to understand each other's points of view

#### **Strong personal commitment to colleagues and students**

Our student and colleague relationships are more than just learning and work partnerships: we aim to understand people, and build long-standing relationships based on mutual respect and trust. We care about the success of our students and colleagues and are committed to delivering best value. We adopt a professional approach, and it is important that our colleagues and students enjoy working with us. For example, to adopt a proactive approach, give high quality, constructive and tailored advice, communicate on a regular basis and to develop and demonstrate expertise

#### **Taking personal responsibility**

We treat each other as equals. We all have a strong sense of responsibility to colleagues and the university, engendering an environment where everyone can operate with the appropriate amount of flexibility and freedom. We appreciate and recognise everyone's strengths. We can be ourselves. For example lead by example, create and make the most of opportunities, nurture independent thinking and ideas, demonstrate confidence and trust in each other and adopt a proactive approach to problem solving and improvements.

All staff members are expected to act honestly, conscientiously, fairly, reasonably, and in good faith at all times, having regard to their responsibilities, the interests of the University, (its mission and core values) and the rights and interests of colleagues and students.