



COLLEGE CODE OF ETHICS

1. Introduction

Christ the Redeemer College is committed to the highest standards of ethical conduct and regulatory compliance in all of its activities. This statement sets out the College's stance on ethical considerations and provides a framework through which staff, students, Trustees and and Governing Council should consider the ethical implications associated with the activities with which they engage.

2. Guiding Principles

The College aims to provide high quality education and research outcomes that benefit individuals, society and the economy. The College is committed to the highest standards of ethical conduct and integrity in all of its operations. Members of the College's Board of Trustees, Governing Council and staff are committed to upholding 'The Principles of Public Life' (based on Nolan Principles). These principles are Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership. The Trustees and Council are committed to ensuring that all activities, including College fundraising, are conducted ethically, legally and honestly, and in accordance with changes in best practice and regulation. The College's values enshrine academic freedom, integrity and accountability, sustainability, critical thinking, intellectual creativity, and equality and diversity.

3. Ethical Statement

- 3.1** The College is committed, at all times, to acting with propriety and care for the welfare of its staff, students and the wider public.
- 3.2** The College's staff, students and Trustees/Governing Council are required to consider the ethical implications of all activities and shall be made aware of their responsibilities and obligations to consider all ethical issues arising from their activities or study at the College.
- 3.3** The College is committed to upholding its ethical responsibility to assess all policies and services as part of the public sector equality duty to have due regard to the need to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations.
- 3.4** The College is committed to considering economic, social and environmental impacts in ethical decisions and to taking appropriate action.

4. Scope

This statement applies to:

- All staff (full time, part time, temporary and casual) who work for the College.
- All students.
- Trustees.
- Governing Council
- Persons or organisations that the College engages to undertake activities on its behalf.

5. Policies and Procedures

The College's approach is deliberately non-prescriptive in listing 'ethical' or 'non-ethical' activities. However, mechanisms are in place to support informed decision-making on matters relating to ethics, and associated risks, on a case-by-case basis, within the appropriate policy or procedural context.

5.1 Governance

The College is committed to good governance and conducts its affairs in a responsible and transparent way, taking into account the requirements of the Higher Education Code of Governance: <https://www.universitychairs.ac.uk/wp-content/uploads/2020/09/CUC-HE-Code-of-Governance-publication-final.pdf>

5.2 Education and Research

The College is committed to considering ethical matters relating to education, including admissions, **teaching and learning, and awards**. The College's approach to education is underpinned by a suite of **academic policies and procedures**: <https://christredeemer.ac.uk/about-crc/policies-and-documents/>

The College requires all staff and students engaged in scholarly and other activities to be aware of the ethical implications of such activities and to commit to discharging their responsibilities to the College with integrity, and in an open, honest and ethical manner. The College is supported in its commitment to the highest possible ethical standards for research through the oversight of the Research & Ethics Committee (REC).

The College is committed to ensuring that its research activities minimise risk to participants, researchers, third parties, and to the College itself. In doing so, the College balances risk against the benefits of pushing the boundaries of knowledge in the interests of innovation and creativity. All research taking place within the College is required to undertake an appropriate ethical review and the approval of the Research & Ethics Committee (REC).

Finance and Procurement

5.3. The College sets out to ensure that all of its financial transactions are carried out with due consideration for legal, ethical, environmental, corporate governance and social issues. Advice and Guidance on Ethical Issues:

- 5.3 The College recognises that ethical queries can arise in a variety of circumstances and requires all members of the College to act ethically, referring

to line managers for guidance when support for decision-making is required.

5.4 Advice and guidance are also available through other channels, including from:

- **The Strategic Programme Board.**
- **Human Resources.**
- **Personal Tutors.**
- **Student representatives**
- **Academic supervisors.**

6. Legislation and Professional Body Codes of Conduct

6.1 United Kingdom Legislation

This statement does not attempt to define or alter the obligations of staff or students under English law.

6.2. Professional Bodies' Codes of Conduct, Ethics Principles and Guidelines

Staff and students should also be aware of, and abide by, the published codes of conduct, ethics principles and guidelines of those professional bodies associated with their discipline.

7. Monitoring and Reporting

The College's Public Interest Disclosure Policy seeks to ensure that staff and students feel able to raise concerns about a potential breach of the **College's Ethical Statement.**

8. Roles and Responsibilities

Role	Responsibility
Board of Trustees	Responsible for approving this statement and for oversight of implementation.
College Strategic Programme Board	Strategic responsibility for the College's ethical approach and compliance framework.
The Rector/Principal	Owner of this statement. Responsible for maintaining the statement.
Academic Director	Oversight of education-related ethical matters.
Chair, Research & Ethics Committee	Oversight of research-related ethical matters.
Director of Finance	Oversight of finance-related ethical matters.

Version	1.0	Author Name & Job Title	Bamishaiye Daniel, Compliance Manager
Approved Date	15.10.2021	Approved by: (Board/Committee)	Board of Trustees
Date for Review	October 2022		