



| Document Control Box                                                                   |                                                                                |
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| Senior Staff (insert name)                                                             |                                                                                |
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| <b>Related statutes or regulations</b>                                                 | QAA Quality Code<br>Regulatory Framework for Higher Education in England (OfS) |
| <b>Related policies/procedures/guidance/forms</b>                                      | Research Ethics Policy<br>Data Protection Policy                               |
| <b>Staff member responsible for update</b>                                             | Katie Jack                                                                     |

### Amendment History

| Version | Revision Summary                                   | Date Approved | Author        |
|---------|----------------------------------------------------|---------------|---------------|
| 2021.1  | Updated to reflect current policies and procedures | XX/XX/2026    | Academic Dean |

# **Code of Ethics**

## **1. Introduction**

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

## **2. Guiding Principles**

2.1 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 its operations. Members of the College's Board of Governors 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 Governors 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 always committed 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 governing body 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. For appeals related to externally assessed work or examinations, the student must appeal directly to the relevant awarding body.

## **4. Scope**

4.1 This statement applies to:

- All staff
- All students
- Board of Governors
- Persons or organisations that the College engages to undertake activities on its behalf.

## **5. Policies and Procedures**

5.1 The College's approach is deliberately non-prescriptive in listing 'ethical' or 'nonethical' 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.

### **Governance**

5.2 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.advance-he.ac.uk/guidance/governance/codes-governance>

### **Education and Research**

5.3 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/>

5.4 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 & Scholarship Committee (RSC).

5.5 As stipulated in the College's Research Ethics Policy, 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 & Scholarship Committee (RSC).

## **Finance and Procurement**

5.5 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**

5.6 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 on decision-making is required.

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

- Senior Management Team (SMT)
- Heads of Schools
- Human Resources
- Student representatives

## **6. Legislation and Professional Body Codes of Conduct**

### **United Kingdom Legislation**

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

### **Professional Bodies' Codes of Conduct, Ethics Principles and Guidelines**

6.2 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**

7.1 The College's Complaints and Whistleblowing Policies seek to ensure that staff and students feel able to raise concerns about a potential breach of the College's Ethical Statement.

## **8. Roles and Reporting**

8.1 The following table outlines the lines of responsibility within the organisation:

| <b>Role</b>            | <b>Responsibility</b>                                                                 |
|------------------------|---------------------------------------------------------------------------------------|
| Board of Governors     | Responsible for approving this statement and for oversight of implementation.         |
| Senior Management Team | Strategic responsibility for the College's ethical approach and compliance framework. |
| Governance Group       | Owner of this statement. Responsible for maintaining the statement.                   |
| Registrar              | Oversight of education-related ethical matters.                                       |
| IT                     | Data protection.                                                                      |