

Arts University Bournemouth is committed to the highest ethical standards in all its activities. We endorse the Nolan Principles for conduct in public life (Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership), and expect all staff, students, Governors and external visitors to act in accordance with these principles.

WE ARE

INNOVATIVE • COLLABORATIVE • CONNECTED

SPECIFIC POLICIES

For some areas of the University's work, there are specific policies which cover both the legal and ethical expectations, and should be referenced. These include:

- Research Ethics Policy
- Staff Code of Conduct
- Fraud Policy and Response Plan
- Student charter
- Student disciplinary regulations

In addition, we adhere to the following general guiding principles. We are committed to:

- Academic freedom
- Student participation
- Socially responsible behaviour
- Fairness and integrity
- Equality
- Sustainability
- Transparency

See overleaf for a more detailed discussion of these guiding principles.

ADHERENCE

Adherence to the Code of Ethics is fundamental to the reputation of the University, as well as its success. In consequence, adherence to the Code is a condition of employment and of student registration. Failure to comply with the Policy may lead to disciplinary action, including in the most serious cases dismissal of staff or the termination of a student's studies.

A QUICK GUIDE

Many decisions can have an ethical dimension, even if this isn't at first obvious. This may include (but is not limited to) being offered a donation or some form of sponsorship; being offered a gift or hospitality; being offered the chance to engage in a live project for a commercial organisation; and in any of the above cases, there may be conditions attached. It will also include all staff research and many student projects. It is not realistic to expect you to undertake a detailed investigation of every individual or company you might engage with, and this is not what is required by the Code of Ethics. The Code sets out some general principles which can guide your judgement.

When dealing with a situation with ethical implications, you should consider the following questions:

- Are you confident that your decision is correct? Is it compatible with the principles in the Code of Ethics?
- Could you happily justify your behaviour to your manager or a colleague or friend if asked?
- What could go wrong? You should think about the implications not just for you, but for your colleagues (staff and students), other stakeholders or the wider University. How would this look if publicised in the media?
- It can be useful to get a second opinion, and to discuss your ideas with someone else. So, if you are concerned, it could be a good idea to talk the situation through with a colleague or manager.
- Is it actually your decision to make? You should first check whether the University already has a policy or guidance which covers this situation. Even if there's no formal policy, there may well be someone in the University who is an expert in this area. If you're not sure, you should refer to the University Secretary for advice in the first instance.

WE ARE COMMITTED TO:

Academic freedom: We are committed to the principle of academic freedom, and to freedom of speech (including the freedom to follow lines of enquiry, no matter how unpopular or controversial). We believe that this is an essential requirement for the pursuit of higher level learning and research, which leads to the creation of new knowledge and understandings. We set our own commitment in our Code on Freedom of Speech.

Student participation: We value the transformative power of education, and believe that this transformation is most likely to be achieved when students are fully engaged in the creation and shaping of their learning experience. We aim to encourage and enable student involvement in University decision-making processes, through both representation and feedback, securing a high level of democratisation; to secure and sustain an environment in which all students are able to participate fully in a high quality educational community; and to provide an environment which is student-centred and encourages active participation in learning. Our Student Engagement Principles are designed to reflect this commitment.

Socially responsible behaviour: We are proud to make a vibrant contribution to our local community, and value our place within it. We acknowledge that, along with the economic benefits which the University brings to the community, we have an obligation to behave in a socially responsible manner, and to be aware of the impact both of student residents, and university activity, and to take appropriate steps to minimise this where possible. We shall accept donations only from individuals or organisations in good standing, whose known behaviour is consistent with our Code, and where we are comfortable with any conditions the donor may seek to impose.

Sustainability: We are committed to managing our environmental footprint and minimising our environmental impact by promoting a sustainable approach to work and lifestyle, and routinely considering sustainability as part of all our decision-making. We have a Sustainability Plan which sets out our priority actions.

Fairness and integrity: In all our engagement with staff, students, stakeholders and the general public, we will deal fairly and with impartiality. We will make decisions according to the facts, and we expect all Governors, staff or students to declare any conflict of interest before participating in discussions, or reaching decisions. We shall be honest both in our public statements, and in our internal dealings. We have a Public Interest Disclosure (Whistleblowing) Policy which can be used by any member of staff.

Equality: We have made an explicit Equality Commitment, published on our website and in relevant documents, noting that all members of the University community have a responsibility to treat others fairly and respectfully regardless of the characteristics which may define their identity, including but not restricted to those which are legally protected. We have committed to provide a working and learning environment founded on dignity, respect and equity where discrimination of any kind is treated with the utmost seriousness. We have published an Equality and Diversity Plan which sets out priority actions to further this commitment.

Transparency: We are transparent in our decision-making, and in explaining these decisions. This includes full compliance with the Freedom of Information Act, and as well as responding to specific Freedom of Information requests, publish significant information via our website (following the model publication scheme for universities; complying with the expectations of the Wider Information Set; and publishing detailed terms and conditions for all prospective students, including links to policies which may affect them). We also take seriously our responsibilities under the Data Protection Act 1998 to safeguard all of the personal data we hold. We have a Data Protection Policy which sets out our own commitments.