University of Bradford

Ethics Code
The University of Bradford is committed to the highest standards of integrity and to ensuring that ethical considerations underpin all of its activities.

The Ethics Code sets out the principles that underpin the way the University operates and provides a commitment to support its values, outlined below, and provide a foundation for the Ethical Framework of the University. The Code applies to students, staff, members of Council, and stakeholders who are expected to adhere to, uphold and apply the Code when undertaking their day-to-day activities.

Definition of ethics
Ethics may be defined as the principles that govern the behavior and actions of a person or organisation. Ethics in Higher Education is used in the broadest sense and covers the identity of the institution and the impact on broader reputation. Ethics should be considered in how the institution understands and articulates its values, as well as being able to embody those values in all policy and practice.

Nolan principles
As a public body, the University expects all members to be committed to upholding The Principles of Public Life (originally published by the Nolan Committee: The Committee on Standards in Public Life). These principles are: Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty, and Leadership.

Strategic principles
The Ethics Code supports the University Strategy and the University values:

'Our values describe our expectations of the ways in which we will operate and how staff, students and visitors behave towards each other. We will create opportunities for everyone to reflect on how they demonstrate these values, and we will challenge behaviours that do not align with our agreed values, which are as follows:

- **Inclusion**: diversity is a source of strength, to be understood, valued, supported and leveraged
- **Innovation**: we give invention light and celebrate creativity of thought and action
- **Excellence**: our commitment to quality is at the heart of everything we do
- **Trust**: is the foundation of our relationships, gained through integrity in all we do

To uphold our commitment to these values, we will:
- Embed the principle of individual responsibility at every level of the University's management and governance structures;
- Raise concerns relating to ethical matters as they arise;
- Be honest and truthful;

- Act in accordance with all relevant legislation and statutory requirements;
- Declare interests and manage appropriately possible conflicts;
- Be transparent and consistent in our decision-making;
- Maintain our independence in engaging with outside parties;
- Conduct fundraising activities in line with the principles set out in the Ethics Code;
- Ensure we invest the University's funds to the best ethical standards;
- Protect individuals' freedom of expression;
- Uphold the freedom to research and convey research findings;
- Treat all people with equal dignity and respect and ensure that no person will be treated less favourably because of her/his role, age, disability, gender (including gender reassignment), race or ethnicity, religion or belief, sexual orientation social and economic background.
- Promote within the University an inclusive and participatory working and social environment in which we encourage, support and behave appropriately to one another.
- Minimise any negative impact we may have on the natural and built environment by effectively managing our resources.
- Provide training for staff and students.

Research

The University has a Research Ethics Sub-committee with guidance of research ethics. This includes provision for how the University responds to the new duty imposed on Higher Education Institutions through the Prevent Guidance. Further information can be found via: Research Ethics (internal link)

Gifts and Hospitality

In the interests of ensuring proper conduct, the University has a Policy setting out the responsibilities of staff to report when they are offered and when they receive gifts or hospitality in the course of their work. The procedures detail when and how to report them, and who has responsibility for maintaining records, as well as a guide to acceptable and unacceptable gifts

Bribery and Fraud

The University's Policies, including the Anti-Bribery and Corruption Policy and the Anti-Fraud Policy can be found at: Policies and Statements

Use of IT

The University complies with UCISA best practice guidance and its approach to staff and student use of University IT facilities is set out in the Acceptable Use Policy which can be found at: Policies and Statements