

Ethical Policy Framework

Rev	Date	Purpose of Issue/Description of Change	Equality Impact Assessment Completed
1.	14 th December, 2007	Initial Issue	
2.	July 2012	Revision	
3.	10 th November, 2016	Revision	4 th April 2017

Policy Officer	Senior Responsible Officer	Approved By	Date
Head of Compliance	University Secretary	University Ethics Committee	10 th November, 2016

This Policy will be reviewed in 3 years

A. Introduction

The mission of Bangor University is to be:

“a strong, confident institution recognised regionally, nationally and internationally as a centre of excellence for its varied portfolio of teaching and research, and for the unique, multicultural, inclusive experience it provides for its staff and students”

The values that underpin our strategy are:

- Providing a safe, welcoming and inclusive environment for our student body, our staff and the community we serve.
- Delivering our mission with pride and self-confidence, ensuring we recognise the contribution we are able to make.
- Recognising the individuality of our offer to our students, and to embrace and value the diversity of our staff and students as well as the diverse approaches and methods that this engenders.
- Recognising that the breadth of our teaching and research activities provides the best platform from which to build with confidence.
- Valuing our position as part of a broader regional community and taking responsibility to ensure that we contribute positively to the economy, society, environment, language and culture of that region.
- Valuing the significant emphasis given to students as partners and continuing to nurture and strengthen the student voice.
- Contributing to the sustainability of the University, the region, and the world, not only in the context of our rich, natural environment, but also in terms of social cohesion, financial stability, and resource efficiency.

The University will seek to adhere to the highest ethical standards in working to achieve its mission and implement its strategic plan. The aim of this document is to outline a framework which defines the University's standards in general terms. It is acknowledged that individuals hold diverse views on ethical matters.

B. Purpose and Use

1. This Framework describes how the University embodies its values in principles and practice, and it applies to all staff, students and members of Council.
2. How to make use of the Framework:
 - [a] The Framework is used alongside the University's policies, codes, guidance and conduct documents. There is a separate Policy on Research Ethics.
 - [b] The Framework cannot address or anticipate every possible ethical dilemma. It is intended to guide staff and students on how to act with integrity, good conscience and judgement at all times.
 - [c] The Framework has been produced by the University Ethics Committee in consultation with the Executive and approved by the University Council on 14th December 2007. The framework was reviewed by the University Council in July 2012 and February 2017.

[d] Any serious ethical or legal concerns should initially be referred to the University Secretary

Signed by:-



Professor John G. Hughes
Vice-Chancellor

Date:

10/11/16

C. Ethical Statements

1. The University is committed to equal opportunities and will not tolerate discrimination on the basis of any of the protected characteristics as defined in the Equality Act 2010 (namely age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity).
2. In accordance with the Welsh Language Act, the University has a Language Scheme which defines the University's policy with regard to the Welsh language, and which assigns equal status to both languages.
3. The University supports the concept of academic freedom for staff and students within the limits of the law and the ethical principles set out in this Framework.
4. Relations between individuals in the University are based on respect for the dignity of the individual and fair treatment for all. It will not tolerate sexual, physical or mental harassment (including bullying) by either staff or students and places high priority on the health, safety and security of staff and students in their work and study environment.
5. The University will deal with personal data relating to individuals in accordance with the Data Protection Act. In this context, information obtained by the University must only be used for the purposes of the University.
6. The University is committed to the highest possible standards of openness, probity and accountability and seeks to conduct its affairs in a responsible manner, taking into account the requirements of its funding bodies and the expectations of the Committee on Standards of Public Life. In line with that commitment it encourages employees, students and other members of the University who have serious concerns about any aspect of its work to come forward and voice those concerns through the Public Interest Disclosure (Whistleblowing) Policy and Procedures.

The offering and acceptance of money, gifts or hospitality by members of staff is governed by the *Anti-Bribery Policy* and the *Policy for the Acceptance or Offering of Corporate Hospitality*, which aims to ensure that such money, gifts or hospitality are not used to gain unfair advantage or influence.

7. To ensure that individuals are able to raise matters of proper concern to them without fear of disadvantage the University has policies and procedures in place to respond to complaints and appeals.
8. The University strives to ensure that student and staff recruitment and the student admissions process, are fair, clear, explicit and implemented consistently.
9. The University will ensure that all information given to prospective students, to current students and to its alumni is up to date and honest, and is a true reflection of what a students can expect when studying at Bangor.
10. The University will, as far as reasonably practicable promote socially and environmentally responsible behaviour in all its dealings. As part of its commitment to sustainable development, the University will strive, as far as reasonably practicable, to prevent or otherwise minimise, mitigate or remedy any harmful effects of its operations on the natural environment and finite resources.
11. The University will maintain a fair and transparent rewards and remuneration policy for staff.
12. Staff should declare conflicts or potential conflicts of interest - that is in relation to situations in which they, a member of their family, or a friend, might achieve personal or pecuniary gain from a particular decision or activity. In cases of doubt declarations of interest must be disclosed.
13. Close personal relationships between staff and between staff and students should be declared. Potential conflicts of interest between staff and students must be disclosed.
14. Staff and students must be informed about the nature and extent of confidentiality clauses in any documents which are deemed necessary by the University and its business partners.
15. The University's *Ethical Investment Policy* guides all its investments.
16. The University will publish a slavery and trafficking statement annually, and will take steps to ensure that slavery and human trafficking are not taking place in any of its supply chains or in any part of its business.
17. The University supports its researchers in undertaking research, which should be authorised through the appropriate ethical processes which are set out in the *Research Ethics Policy*.