



ETHICS POLICY

Preamble

The University of the Arts London is committed to sound corporate governance and standards of integrity and ethical conduct that are in strict accordance with the *Seven Principles of Public life* which are selflessness, integrity, objectivity, accountability, openness, honesty and leadership. This Policy sets out the ethical framework within which the University will conduct its affairs and with which all staff, students, members of Court and associates of the University will be expected to comply.

The policy rests also on our core values set out in the University Strategy 2015-22 which are to:

- Uphold the values of social justice and environmental stewardship through our teaching and research, as well as in the way we live, work and conduct our operations.
- Ask original questions and arrive at new insights through the creativity and rigour of our practice and research.
- Draw on and develop the natural enterprise and curiosity of our students, encouraging them to be the next initiators and innovators in their respective fields.
- Respect our students' and staff's individual voices and collective endeavours, celebrating the breadth of backgrounds and cultures represented at UAL.

Structure

This policy sets out an overarching structure of ethical behaviour and practice relating to core activities of the University, namely Learning, Teaching and the Student Experience, Research, Fundraising & Donations, Finance and Governance. The policy outlines its approach to each of these areas and gives links to related policies which provide more detail and guidance (Appendix 1 includes a list of UAL's principal supporting policies).

The University's Executive Board has an over-arching responsibility to the Court of Governors to keep this policy under review and has established an Ethics Committee to assist in the operation of the policy and to provide guidance on ethical issues.

However, it is clearly not possible to give guidance on every eventuality which might occur. Therefore it is the responsibility of every individual in the University to exercise judgment (taking advice where necessary) and to take personal responsibility for their actions.

General Standards of Ethical Behaviour

High ethical standards require constant attention and reinforcement so irrespective of the particular situation, our behaviour must at all times reflect accepted standards of ethical behaviour so that we will:

- Act in accordance with the law.
- Be open, truthful and honest.
- Treat everyone with dignity and respect, promoting equality, diversity and inclusivity.
- Have regard to ethical principles in all our decision-making.

- Declare conflicts of interest and manage them appropriately.
- Maintain strict confidentiality, as appropriate, with regard to personal data and any information which is commercially sensitive.
- Maintain the highest standards of academic integrity and independence.
- Be able to justify our conduct publicly if necessary.

1. Learning, Teaching and the Student Experience

We are committed to maintaining a high standard of learning and teaching, professional practice and academic integrity amongst staff and students. We promote an inclusive learning environment based on mutual respect for diversity of opinion and individual expression and creativity.

To this end:

- We are committed to the maintenance of excellence and quality in all our programmes, ensuring the best possible student experience with fair and transparent assessment and progression procedures.
- All our students have access to high quality guidance and support arrangements.
- We uphold the academic freedom of our staff and students to express within the law diverse or controversial opinions without fear of disadvantage.

Relevant policies

Admissions policy
University Complaints procedures
UAL Equal Opportunities policy

2. Research

The Research Ethics Standards Committee maintains oversight of ethical issues in research and the conduct of research is covered in the University's *Code of Practice on Research Ethics*.

To this end:

- Staff must be honest, accountable and lawful in respect of their own research as well as that of their students and others working with them on the research.
- All research must undergo the appropriate research ethics review process as set out in the Code of Practice on Research Ethics.

Relevant policies and links

Code of Practice on Research Ethics
Research Ethics Guidance
Knowledge Exchange

3. Fundraising and Donations

The University undertakes fundraising and accepts gifts and donations from persons and organisations in order to further its academic mission, aims and aspirations, within its charitable purpose. The *Policy and Procedure for the Acceptance of Gifts and Donations*, must be carefully followed to ensure that a high level of ethical standards apply.

Relevant policies:

Policy and Procedure for the Acceptance of Gifts and Donations

Staff interests policy

Gifts and Hospitality policy

Bribery Act policy

Anti-fraud policy

Whistle-blowing policy

Serious Incidents reporting policy

4. Finance (Investments & Procurement)

The University uses its funds in alignment with its charitable status and ethical principles. It is University policy that all staff, students and contractors working on behalf of the University conduct business without corrupt practice or acts of bribery to obtain an unfair advantage.

To this end:

- We have strict systems of financial control and regulation to which we all adhere to ensure that funds are properly managed and disbursed to support the activities for which they were provided.
- Our investment decisions take account of ethical considerations.
- We follow best practice in procurement to ensure that we achieve Value for Money.

Relevant policies

Standing Financial Orders

Sustainable procurement policy

Purchasing procedures

5. Governance

The University is committed to the highest standards of corporate governance and accountability. It has adopted and follows *The Higher Education Code of Governance* published by the Committee of University Chairs.

To this end, we commit to:

- Autonomy as the best guarantee of quality and international reputation
- Protecting the collective student interest through good governance
- The achievement of equality of opportunity and diversity throughout the institution.
- Responsible management of our estate.
- The highest academic standards, integrity, quality and governance to ensure good student attainment.
- An IT and digital infrastructure which supports and enables the achievement of our corporate strategies and objectives.

Operation of the Policy

All staff, students, governors and associates are expected to familiarise themselves and comply with this policy. Failure to do so will be treated with the utmost seriousness by the University and could result in disciplinary action or other sanctions. This policy applies equally to the activities of any subsidiary company of the University.

The University Ethics Committee is charged with responsibility for the operation of this policy across the University, providing advice to the Executive Board or Court of Governors as appropriate. The policy will be reviewed annually.

Anyone seeking advice or further information on matters contained therein should in the first instance contact the Secretary of the Committee via governance@arts.ac.uk.

Approved by the Court of Governors on 20 November 2017.

Appendix 1

Principal Supporting Policies

- Academic Regulations
- Policy and Procedure on the Acceptance of Gifts and Donations
- Anti-Harassment & anti-bullying
- Bribery and Fraud
- Data Protection
- Equality and Diversity
- Fair Admissions
- Financial Regulations & Standing Orders
- Freedom of Information
- Freedom of Speech
- Gifts and Hospitality Policy – relating to staff and governors
- Procurement
- Public Interest Disclosure (Whistle-blowing Policy)
- Research Ethics
- Staff Code of Conduct
- Governors' Code of Conduct
- Student Charter
- Student complaints
- Student Discipline and Grievances
- Staff Interests Policy
- IP Policy