

## Code of Conduct<sup>1</sup> for Senate Members

March 2022

1. This Code of Conduct sets out expectations for how Senate members conduct themselves in line with one of the recommendations from the [Halpin Governance review](#)
2. It should be read in addition to these other documents, to which members of Senate are also expected to adhere:
  - the University's [vision and strategic plan](#) ,and the values contained therein
  - the [Nolan Principles of Public Life \(see below\)](#)
  - [the Office for Students Public Interest Governance Principles](#)
  - [Senate Standing Orders](#) (NB these are subject to review)
3. Senate members are expected to perform their duties respectfully, efficiently, and diligently to a standard commensurate with both the responsibilities of the role and their knowledge, skills, and experience. In their role on Senate, members should have particular regard to the Nolan Principles, demonstrating selflessness, integrity, objectivity, accountability, openness, honesty and leadership. They must declare appropriately, in accordance with written guidance, any personal interest that may compromise or might reasonably be deemed to compromise their impartiality, conflict with their role as a Senate member, or result in a private benefit.
4. Importantly, Senate members should seek to:
  - a. be respectful of each other's views, listening, assessing, and evaluating them without prejudice;
  - b. be open, transparent, and inclusive, and be comfortable in calling out poor performance or behaviour in their communications with other members of Senate;
  - c. speak out without fear of censure or subsequent harassment, engaging actively in discussion and debate;
  - d. ensure business is transacted in a timely and efficient manner;
  - e. recognise that, whilst any member is permitted to speak under any item, the Chair may need to limit duration and frequency of individual member's spoken contribution to ensure equitable contribution to discussion and debate-everyone should expect to be included and everyone is expected to contribute in some if not in all meetings;
  - f. act in good faith with the Charter, Statutes, Ordinances and Regulations of the University;

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<sup>1</sup> During 2022, we will be drafting Codes of Conduct for all University Committees.

- g. work collegially respecting confidentiality (where matters discussed are confidential to Senate) and accepting collective decision making;
- h. be knowledgeable about how the University works and come to meetings fully prepared;
- i. devote time to developing and refreshing knowledge and skills; and undertake such training as may be required by the University (for example, University values and equality, diversity, and inclusion);
- j. manage potential conflicts between individual views and representative views of the University community.