

Policy	Code of Conduct Policy GEN 08
Document owner	Director of Communications, Information & Technology
Date first implemented	May 2021
Date last reviewed	June 2025
Date of next review	June 2027
Date governor-approved	May 2021
Associated documents	Codes of Conduct – Students; Staff; Governors Communications with Parents & Carers Policy Visitors Policy & Procedures Public Interest Disclosure (Whistleblowing) Policy
Reference documents	The Seven Principles of Public Life
Initial reviewing body	Senior Leadership Team
Final approval body	Audit & Risk Assurance Committee
Published on website	Yes

Purpose	To set out Derwen College's position on Codes of Conduct.
Scope	All those who study, work and volunteer at Derwen College.
Equality, Diversity & Inclusion	<p><i>"[Derwen] College is committed to promoting equality, good relations and to challenging discrimination. This is reflected in all College policies, procedures, processes and practices."</i></p> <p><i>Derwen College Equal Opportunities Policy</i></p> <p>Derwen College's ethos is to embrace diversity, to offer equality of opportunity, and to treat every individual fairly and with respect. Equality, diversity and inclusion are embedded throughout the organisation. This policy should be applied in accordance with this ethos.</p> <p>If you would like a copy of this document in a different format, such as large print, please contact the Human Resources Department who will provide help with alternative formats.</p>

Derwen College expects all individuals who are involved directly in the organisation, either regularly or infrequently, to adhere to the relevant Code of Conduct. These exist for different groups of individuals, currently:

Students
 Staff
 Governors (within governor role descriptions)
 Visitors (within the Visitors Policy & Procedures – HR52)

The Codes of Conduct are based on and linked to:

The Seven Principles of Public Life (the Nolan Principles) – for governors
 College values: Determined; Diverse; Dynamic
 British Values: Rule of Law; Liberty; Democracy; Mutual Respect; and Tolerance

Public Interest Disclosure Policy, also known as the Whistleblowing Policy.

Individuals in each group explicitly agree to adhere to the relevant policy, by signing a declaration

Parents and carers of students or clients

Parents and carers are directed to the Communications with Parents & Carers Policy which covers approach and expectations. Parameters are also set out in the Complaints Policy and Procedure.