

# Loughborough University Ethical Policy Framework 2024-25

## 1. Introduction

### 1.1. Preamble

The University is an independent academic institution that exists for the creation, transmission and dissemination of knowledge for the social and economic enrichment of society. We are committed to fulfilling that purpose in ways that comply with broad obligations to social responsibility, including the promotion of human rights, civil liberties and the natural environment, with a special institutional commitment to Equity, Diversity and Inclusion (EDI) and the promotion of health and well-being.

Integral to this commitment to social responsibility is the adoption of high ethical standards across all areas of our activity. This framework provides an outline of our expectations in relation to organisational and individual ethical behaviour.

Loughborough University has a statutory and contractual duty to protect academic freedom, a commitment to tackle discrimination, harassment, and bullying, and a statutory duty to promote equality. [Academic freedom](#) is bounded by the principles and guidance within this policy. In all areas of activity, legal and ethical compliance must be the key consideration in decision-making.

### 1.2. How is the framework structured?

The Framework is structured to make clear the foundation values and principles driving ethics at the institution. Section 2 provides a framework of principles for ethics at Loughborough University. Section 3 describes the remit and scope of the policy. Finally, section 4 sets out mechanisms for resolving issues. Appendix 1 of this framework links to the detailed codes of practice, guidance, and adjacent policies for the key areas of ethics.

### 1.3. Who is responsible for the framework?

Ethics Committee is responsible for the maintenance of this framework as authorised by University Council. All individuals are expected to have familiarity with the broad ethical requirements of the University. The Framework will be reviewed annually.

Action	Date	Oversight provided by
Reviewed by Ethics Committee	21 May 24	Ethics Committee

## 2. Loughborough University Ethical Principles

The Nolan Principles of Public life give a foundation to behaviour at all levels of the University; ethical behaviour at the individual, organizational, and professional levels is underpinned by these principles. Colleagues should take decisions through the lens of the Nolan principles, supported by the policies and processes found in the rest of the framework.

Information on the Nolan Principles can be found on the web at:  
[www.good-governance.org.uk/publications/insights/the-nolan-](http://www.good-governance.org.uk/publications/insights/the-nolan-)

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The five values above should be used alongside the Nolan principles to drive and direct all behaviour, decision-making, and activity at the institution.

### 3. Remit and Scope

We recognise the distinction between legal requirements and ethical considerations and aim to fulfil our obligations to both. No attempt is made in this framework to address or anticipate all possible ethical dilemmas. Nor will collaboration with any, legally constituted organisation or sector be ruled out simply to avoid confronting challenging ethical issues.

Ethics Committee, not this framework, will be responsible for determining territories or organisations that we will not work with, or will work with.

ensure that the conduct and outcomes of the activity adhere without question to the ethical principles outlined in Section 2 of the Ethical Policy Framework.

It is important that reviewers consider the implications of an action/activity in all areas of the University's business, not just in the area within which the action/activity arises. On completion of the Ethical Quick Test, respondents will be advised by email whether additional ethics review is required and will advise on the appropriate course of action.

#### 4.2. Ethics awareness form (for taught students)

For taught student projects, the [Ethics Awareness Form](#) is intended to raise awareness of ethical considerations and ensure that the conduct and outcomes of the project adhere without question to the ethical principles outlined in Section 2 of the Ethical Policy Framework. Taught students should discuss the completion of the form with their project supervisors.

On completion of the Ethics Awareness Form, students will be advised whether additional ethics review is required and the appropriate course of action.

#### 4.3. Ethics review

For a range of activities, additional ethics review will need to be sought, as detailed in Appendix 1.

