Values and Ethics Principles

**We will put ethics and integrity at the heart of our decision-making**

We value honesty and integrity. We will seek to operate fairly and impartially, using high quality evidence to inform our decisions. We will be accountable for our decisions and open to scrutiny. We will model these values in our dealings with others.

We will routinely identify potential conflicts of interest in our decision-making and actively manage them, seeking guidance where necessary. We will ensure as far as possible that funding decisions are transparent, recognising that difficult decisions are sometimes required in the pursuit of strategic objectives. Leaders should explain and communicate these decisions effectively and be accountable for them. We should aim to become a ‘learning organisation’.

**We will work in partnership with our students to ensure their interests and aspirations inform our activities.**

We value our students and will treat them as partners.

We believe that everyone deserves an excellent education and we will seek to make our programmes open to all who are able to benefit. We will seek to develop the potential of all our students, from undergraduates through to postgraduate research students, enabling them to flourish. We will be mindful that some students face greater barriers to success than others and we will take steps to address these, enabling all students to succeed regardless of origin, background, age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy, maternity and paternity.

We will respect the opinions of all groups of students, expose them to a broad range of opinion and ideas, and teach the values of tolerance and respect. We will promote a range of views and encourage students to challenge appropriately in debate and discussion. We will encourage all students, whatever their background, to become engaged in wider University life, and we will actively foster and promote cross-cultural exchange to enrich the experience of our students.

We will promote the engagement of students in discussion and decision-making about their learning and about the affairs of the University.

**We will deploy our resources creatively and with care, to maximise our positive impact locally, nationally and internationally**

We remain true to our mission – the advancement of learning and ennoblement of life – and commit to making a difference to society locally, nationally, and internationally.

We will recognise the social, economic and environmental impact of our activities and seek to minimise harm to the natural environment and increase our social value, wherever we operate. We will seek to contribute to the economic and social well-being of the Liverpool City Region, including improved health and education outcomes, and work with political and business leaders, local stakeholders and partners to maximise our positive impact.

We take seriously our civic responsibility and will seek to offer thought-leadership and strategic capacity across the City Region, nationally and internationally, and to grow the pool of skills and talent available to address pressing concerns.

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1 An organisation that facilitates the learning of its members and continuously transforms itself.
We will seek to ensure that the positive impact of our research discoveries and innovations can be realised globally, wherever it is beneficial, deploying appropriate collaborations and Open Access and Open Data arrangements to share our findings and support other researchers.

**We will develop a staff framework** that sets out clearly the employment offer and expectations for all our employees

We value our employees and will strive to be an employer of choice for our staff.

We will treat all our employees fairly, recognise the contributions of all and provide a broad range of opportunities for training, development and personal growth to enable staff to develop their potential within the context of a high performance and continuous improvement culture.

We will actively promote a supportive, accessible working environment in which the learning and sharing of good practice is encouraged, employees can admit and learn from mistakes and practical support is offered to enable all colleagues to contribute fully. We will encourage an inclusive culture, treat each other with respect and celebrate our diversity.

We will promote health and well-being throughout the University and work together to ensure a safe working environment for all. We will encourage engagement in local decision-making and work in partnership across the University to achieve our wider goals.

Our leaders, in particular, will actively model and promote these values, in themselves and others, and communicate our goals and values to everyone in their teams.

**We will work in partnership with our collaborators to ensure their interests and aspirations inform our activities**

We value our external partners and collaborators and will respect their interests and aspirations in our mutual engagement.

We will work with others who share our ethos and aspirations and where, through partnership, we can achieve more together than separately.

We will act in the public interest at all times and in accordance with the values of the University, and protect our research, our staff and students from undue influence from organisations which do not subscribe to our values. In dealing with partners, we will aim to be honest, act with integrity and raise and tackle problems head-on so that both sides benefit positively from the relationship.

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1 NB: now the People Strategy.