
Code of Conduct [042]



Approved by:	Management Committee	Date approved:	November 2025
Date reviewed:	March 2026	Next review due by:	March 2027
Policy Lead:	Nadine Gooding-Hebert, Headteacher	Ownership:	Cambridge County Council

Code of Conduct

The Way We Do Things

1. Introduction

- 1.1 The Code of Conduct defines the standards of behaviour we expect of all our employees. If you do not understand it or how to comply with it, you must ask your line manager to explain it to you.
- 1.2 The intention of the Code of Conduct is to helpfully set out the broad principles of how we should do things – it is not an exhaustive list of what you can and cannot do. The Code of Conduct is enforced through our disciplinary procedure.

2. Behave professionally

- 2.1 We expect all employees to interact and work with the public and colleagues in an appropriate and professional way at all times.
- 2.2 We expect you to engender public trust and confidence in the Council and not to bring the organisation into disrepute. This includes action outside of work that is relevant to your job role or that may undermine public confidence in you to carry out your role. You must not knowingly publish or post anything, including on social media that could damage the reputation of the Council.
- 2.3 We expect you to co-operate with your manager and comply with all lawful management instructions.
- 2.4 You are expected to work in a professional manner with all Councillors regardless of their political affiliation. If you have or enter into a close personal relationship with an elected Member you need to disclose this (see Section 11).

3. Act with honesty and integrity

- 3.1 We expect you to communicate openly and honestly with your line manager about your work.
- 3.2 We expect you to submit accurate claims for expenses and allowances – claiming only for payments, which you are entitled to receive. If you receive any payment in error, for example an overpayment of salary or expenses, you must notify your manager as soon as possible.
- 3.3 You must keep accurate records of your working time where this is required.
- 3.4 You must not order goods for your own personal use through a Council account. You are not permitted to use your position to obtain a discount for goods or services unless this is part of our recognised employee discount scheme.

4. Act lawfully

- 4.1 You must comply with the law in all aspects of your work.
- 4.2 You are required to immediately notify your manager in writing if you are arrested, cautioned, charged or convicted of any crime at any point during your employment. Your manager will assess whether this information has any impact on your job role.
- 4.3 If you suspect that someone is breaking the law you must report this - speak to your line manager in the first instance. Alternatively you should contact internal audit or raise your concerns using the Whistleblowing Policy.
- 4.4 If your role involves working in / managing children or adult services, you must inform your manager immediately if you are barred for any reason. If you are working in early years childcare, or working with / managing later years childcare (for children up to the age of 8 outside the school day), you must tell your manager immediately if you are disqualified from working with children or if someone who lives or works in your household becomes barred.

5. Respect equality and diversity

- 5.1 Respecting the equality and diversity of the public that we serve and your colleagues is very important. We expect you to act in accordance with our Respect@Work policy, put our Respect@Work pledge into practice, and promote our commitment to equality and diversity at all times.
- 5.2 You must not discriminate against any individual on the basis of their protected characteristic(s) (i.e. because of their age, disability, race, religion or belief, gender, sexual orientation, gender reassignment, pregnancy or maternity leave or because of a person's marital or civil partnership status).
- 5.3 You should appropriately challenge any discriminatory behaviour that you witness – and seek support from your line manager in the first instance.

6. Contact with the media

- 6.1 You must not make statements to the media on behalf of the Council unless it is your job to do so. All media enquiries should be referred to our Communications team.

7. Fulfil your safeguarding responsibilities

- 7.1 We are committed to safeguarding children and vulnerable adults and it is essential that you fully comply with our safeguarding policies and procedures. This includes adhering to specific local rules and procedures that apply in your area of work. If you have any concerns about any aspects of safeguarding you must raise these with your line manager in the first instance. Alternatively you should raise any safeguarding concerns using the Whistleblowing Procedure.

8. Handle information securely

- 8.1 We have specific rules on data security, outlined in Information Management and Governance Framework, which you need to read and familiarise yourself with. You are required to comply with these rules when handling information. You must not access or use any information obtained in the course of your employment for personal gain.

9. Comply with all policies, rules and procedures

- 9.1 You are required to act in accordance with all of our policies and procedures and comply with local rules that are in place in your area of work, including:
- All IT Policies
 - Health and safety policy and procedures (including the Alcohol and Drugs policy and the Smoke Free Environment Policy)
 - Anti-Money Laundering and Anti-Fraud and Corruption Policy
 - All employment policies

10. Fulfil your management responsibilities

- 10.1 If you have line management responsibility, you must make sure your employees are aware of the Code of Conduct, and address any breaches as soon as these occur.
- 10.2 We expect you to model our values and behaviours and embed these within your team, ensuring that your team's work is aligned with our People Strategy.
- 10.3 We expect you to proactively manage any employment issues that arise in your team in accordance with our employment policies.
- 10.4 You are responsible for proactively managing your team's performance and promptly addressing any performance issues that arise.
- 10.5 You must not be involved in making significant decisions that involve a relative, partner or friend. You are not permitted to line manage a partner or family member.

11. Declare relevant interests

- 11.1 You are required to declare any private interests that you have and any work that you undertake elsewhere in accordance with the table below.

Situation	Action required	When to declare
Undertaking private work (paid or unpaid)	All employees must complete the Code of Conduct Declaration Form before doing any private work. Employees on a P Grade (or equivalent) and above	Prior to appointment or before taking on private work. The declaration must be updated if the nature of the private work is due to change or if you move to a

Situation	Action required	When to declare
	must also discuss with their Head of Service the potential impact of additional work on their role with us, and agree how any potential negative impact will be avoided.	different role internally. This is to enable your manager to review the mitigations in place to considered whether these are still appropriate and sufficient. Confirm information is up to date annually.
Undertaking consultancy work for another organisation	Obtain permission from your Head of Service prior to undertaking consultancy work by completing the Code of Conduct Declaration Form.	Before taking on a consultancy role. The declaration must be updated if the nature of the consultancy work changes. Confirm information is up to date annually.
Potential conflicts of interest. Examples include: • Involvement with clubs and societies that we work with or fund. • Involvement with organisations that provide similar services to the Council. • Directorships including with companies that are involved with or funded by the Council. • Relationships with elected members.	Declare any interests that you have outside of work and discuss with your line manager and agree how any conflicts can be avoided. You must also declare if your partner or a close relative has a potential conflict of interest (e.g. if your partner is involved with an organisation that is tendering for work with the Council). To do this please complete the Code of Conduct Declaration Form.	Prior to appointment or prior to taking on a responsibility that could be a potential conflict of interest. The declaration must be updated if the nature of the potential conflict of interest changes. Confirm information is up to date annually.

12. Declare gifts and hospitality

- 12.1 You must declare any gifts and hospitality that you are offered as detailed in the table below. If you have any doubts about whether you should accept a gift or offer of

hospitality, you should speak to your line manager. There may be specific local rules that apply in your team e.g. to protect vulnerable service users who may feel obliged to give a gift.

Situation	Action required
Offered a token gift (value of £25 or lower)	Check with your manager if this can be accepted. Complete the Gifts and Hospitality Declaration Form.
Offered a gift that is more than a token gift (value of £25 or above)	Do not accept. Return gifts that have already been received. Make a declaration by completing the Gifts and Hospitality Declaration Form.
Offers of hospitality	You may attend a function in an official capacity (for example, a conference related to your job role). Decline any invitations that are primarily or only for social purposes (and that could be viewed as trying to influence your decision making). Make a declaration by completing the Gifts and Hospitality Declaration Form.

13. Related parties declarations

- 13.1 We are required to disclose material transactions with related parties within our Statement of Accounts. To inform this process, the Finance team requires all senior managers (i.e. Tier 1, 2 and 3 of the organisation) to complete a related parties declaration each year. If a senior manager does not have anything to declare, they need to submit a nil return. Related parties declarations are made available to our external auditors.

14. Data Protection

- 14.1 Any data collected and processed as part of employing and managing employees is held securely. It is accessed by, and disclosed to, individuals only for the purposes of completing that specific procedure; process or activity. Records are retained and destroyed in accordance with the organisations Retention Schedule.
- 14.2 Inappropriate access or disclosure of employee data constitutes a data breach and should be reported in accordance with the Data Protection Policy immediately. It may also constitute a disciplinary offence, which may be dealt with under the Disciplinary Procedure.

15. Further information

- 15.1 Employees with questions about the Code of Conduct should speak to their line manager. Managers requiring further guidance should speak to the HR Advisory Team.