



CODE OF CONDUCT

POLICY AND PROCEDURE

Version	Date	Author	Notes
1	31Jul 25	DF	Policy Committee Approval
1	20 Aug 25	DF	Board Approval - Published

Information

Every person who works within or is a political member of Ramsey Town Commissioners (RTC) (The Authority) is a representative of that Authority. They should be expected to conduct themselves in a manner which upholds the reputation of the authority and maintains public confidence. In addition, partner-organisation representatives carrying out associated business in conjunction with RTC are expected to adhere to this policy.

Internally, the Authority seeks to provide a Psychologically Safe workplace, where it is safe to learn, safe to have a voice, safe to contribute and safe to challenge. Conversely, enabling the public to feel similarly safe with their public servants and representation is an important element in maintaining public reputation

The Authority's policy applies to all staff working within the organisation. It extends to include non-permanent workers such as contractors, agency, temporary staff, and any other workers. The policy, in addition, covers the behaviour of staff outside working hours which may impact upon work or working relationships. Members of the Board must also be wholly cognisant of the principles of this policy and procedure document in their dealings with the public, each other, and staff of the Commission.

Policy

RTC will maintain that the Department of Infrastructure Corporate Governance Principles and Code of Conduct: Local Authorities (Part 2) Code of Conduct for Local Authority Members and Officers, and Employees Code of Conduct will be a key guidance document in respect of required standards of conduct in public life.

All Members and staff will be cognisant of the Nolan Principles of Standards in Public life, namely:

selflessness;

integrity;

objectivity;

accountability;

openness;

honesty;

leadership

Adherence to the principles RTC Standing Orders is essential, especially in respect of matters such as registration and notification of interests, and improper conduct is critically important in the maintenance of standards

Further, Members and Officers will conduct business in a manner compatible with that which is set out in law, namely the Local Government Act 1985, as amended.

In order to maintain good conduct, all who are so guided by this policy should be aware of associated RTC Policy including but not limited to:

Disciplinary Policy

Whistleblowing

Bullying and Harassment

Equality
