

North York Moors National Park Authority

23 March 2015

The Ethical Framework and Employee Code of Conduct

1. Purpose of the Report

- 1.1 To seek Members' approval for the revised Ethical Framework and Staff Code of Conduct.

2. Background

- 2.1 A paper was presented to the December 2014 National Park Authority meeting which outlined a process for the review and update of the Ethical Framework and Staff Code of Conduct.
- 2.2 The first part of this process was for Officers to produce initial drafts for Members to consider at the February meeting of FRASC. Members' suggestions and those of a small group including the Independent Person, another Member, the local UNISON representative and the Assistant Director of Corporate Services have been incorporated into these documents. Staff and volunteers have also had the opportunity to share their thoughts.

3. Issues Considered

- 3.1 Members agreed that the following issues should be considered;
- Reflecting the development in thinking arising from the Leadership Development Programme, particularly in relation to levels of trust, giving effective feedback and so on;
 - Linking with the Volunteer strategy and the 'one workforce' approach;
 - Higher than ever public expectation of the standards of behaviours required from those involved with public sector organisations;
 - The development of social networking sites and their use both professionally and socially;
 - Links to revised whistleblowing policies;
 - Increased awareness of health and safety issues;
 - High levels of part time working and seasonal jobs.

4. Revised Policies

- 4.1 Revised policies are attached as **Appendices 1 and 2**. It is intended that these will be reviewed every 2 years.
- 4.2 As Members will be aware, the Director of Park Services is currently developing a new strategy for working with volunteers. The consultation in developing this also included volunteer input into The Ethical Framework and gave consideration to a Code of Conduct that is appropriate to the way in which volunteers work. It is intended that a draft volunteer Code of Conduct be brought to the June National Park Authority meeting, after further input from a range of volunteers.

5. Financial and Staffing Implications

- 5.1 There are no other financial or staffing implications contained within the contents of this report.

6. Recommendation

That Members

- 6.1 Approve the Ethical Framework and staff Code of Conduct.

Contact Officer:

Ian Nicholls

Assistant Director of Corporate Services

01439 772700

Background Papers

The Ethical Framework and Employee Code of Conduct NPA paper December 2014 and FRASC paper February 2015.