

Institute of Psychiatry, Psychology & Neuroscience Code of Conduct



We wish all staff and students to feel included at the Institute of Psychiatry, Psychology & Neuroscience (IoPPN) and to foster a diversity in perspectives, approaches, research and education. By doing so the IoPPN will be aligning with the guiding principles of King's Strategic Vision 2029.

To do this, it is crucial that we use an intersectional lens when considering and exploring all protected characteristics – age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

As a member of the IoPPN who manages or supervises students and/or staff, I will proactively ensure a culture of diversity and inclusion within the IoPPN by:

1. Promoting adherence to a zero-tolerance culture of bullying, harassment and discrimination in all its forms, supported by a clear and transparent process with accountability for all.
2. Creating an inclusive environment – particularly for underrepresented groups – where all staff, students and other members of our community are supported, mentored, sponsored and encouraged to enable them to reach their potential and redress the inequalities apparent in more senior positions and roles.
3. Supporting the wellbeing and equality of opportunity for our staff and students, by making myself aware of the challenges that impact their experiences, attainment and progression, and addressing these.
4. Valuing the important contribution that professional service staff make, and their skills and experience which are integral to IoPPN's academic success.
5. Supporting early career researchers in their career development and progression by providing them with opportunities to establish themselves as independent researchers.
6. Adhering to King's 10 Principles in Action to include, challenge, support (eg asking for, listening to and acting on feedback in order to grow) and connect.
7. Actively implementing the IoPPN's Diversity & Inclusion 10-point Plan.

Adherence will be assessed through King's and IoPPN surveys, the Diversity & Inclusion Achievements Logs, PDRs, exit surveys, focus groups, and other feedback exercises.

Our people at the heart of our success. The abilities, achievements and successes of IoPPN are entirely dependent on our people and our community. Our goal is to create the best environment to support our staff and students so that they can thrive and maximise their potential and collectively we can achieve our goals (IoPPN Strategy 2020–25).

Signed