

057. Ethics and Values Policy



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Ethics & Values Policy

Purpose

This policy establishes the ethical standards, core values, and guiding principles that underpin all teaching, learning and administrative activities within the International Foundation Group (IFG). It serves to promote integrity, fairness, inclusivity, and accountability, ensuring that our academic community upholds the highest standards of conduct in the pursuit of knowledge and service to society.

Scope

This policy applies to all members of IFG, including students and all staff as well as external partners and educational agents engaged in activities on behalf of the institution.

Core Values

IFG is committed to the following core values:

Respect

- **Inclusivity:** As an international education provider, we value diversity and create an inclusive environment where everyone feels valued and heard
- **Empathy:** We approach our work with understanding and compassion, recognizing the unique challenges and needs of others
- **Collaboration:** We will work together, fostering strong, respectful relationships both internally and externally

Integrity

- **Transparency:** We conduct our operations and international partnerships openly, ensuring all students, staff and stakeholders have access to accurate and timely information
- **Honesty:** We communicate truthfully, fostering a culture of trust
- **Ethical Practices:** We adhere to the highest ethical standards and ensure the same from our international partners, ensuring fair and just actions
- **Public Interest:** We make decisions solely in terms of the public interest, without any intention of financial or other material benefit for employees, their family or their friends.

Dedication

- **Commitment:** We are committed to our mission, bringing enthusiasm and energy to our work
- **Innovation:** We continuously seek new ideas and creative solutions in all areas of operations, driven by a genuine desire to improve and excel
- **Inspiration:** We strive to inspire and motivate, creating an environment where students, staff and partners can thrive and contribute meaningful

Accountability

- **Ownership:** We take full responsibility for our actions and their outcomes, both individually and collectively.
- **Transparency:** We maintain open and honest communication about our progress and challenges, holding ourselves accountable to our stakeholders
- **Reliability:** We consistently deliver on our commitments, ensuring all our stakeholders can depend on us to meet our obligations and goals

Compliance

IFG will conduct its business in compliance with national, European and all applicable international legislation, agreements, treaties, and protocols. All policies are written and enforced in keeping with IFG's legislative and regulatory obligations.

Teaching and Learning

All staff must foster inclusive, respectful, and supportive learning environments. Students must engage with intellectual curiosity, respect differing perspectives, and contribute constructively and teaching materials and methods should reflect academic freedom, evidence-based practice, and cultural sensitivity.

IFG promotes an environment of freedom of speech and academic freedom and is committed to ensuring it is exercised to not interfere with the rights of others or in breach of any national Legislation.

Professional Conduct

All staff, students and agents must demonstrate fairness, impartiality, and respect in all interactions, harassment, discrimination, and exploitation in any form will not be tolerated. Confidentiality must also be respected in both academic and administrative contexts.

All individuals acting on behalf of IFG must conduct financial and commercial activities honestly, transparently, and in accordance with IFG's financial regulations and controls.

Community and Social Responsibility

IFG students, staff and agents are expected to contribute positively to society and uphold civic responsibility. Partnerships and collaborations must reflect ethical practices and mutual respect with IFG committing to sustainable practices and contributing to the public good.

Implementation and Governance

The IFG Board of Governors will oversee the implementation of this policy, monitor compliance, and provide guidance.

This policy operates alongside IFG's governance, risk management, conflicts of interest, whistleblowing, and fraud prevention arrangements.

Review and Continuous Improvement

This policy will be reviewed at least every three years, with annual confirmation of continued suitability by the IFG Board of Governors to ensure it remains relevant and responsive to emerging ethical challenges in higher education.

Equality Impact Assessments (EIAs)

As part of IFG's commitment to embedding inclusive practices and removing barriers for all students, not only those from underrepresented groups, IFG carries out Equality Impact Assessments (EIAs) where appropriate including when making changes to this policy.

EIAs enable the College to identify potential or existing barriers and to proactively consider and implement reasonable adjustments. This supports the College in meeting its anticipatory duty under the Equality Act 2010.

EIAs may be conducted in relation to both student and staff matters for key policies and student experience matters.

See Appendix A within IFG's Equality Impact Assessment Template and Guidance.

