

CALL FOR EVIDENCE

Designing and Embedding Ethical Codes in the Public Sector

If your organisation has a Code of Ethical Conduct, we would be pleased to learn about your experience of designing and embedding it.

The Commission invites responses to the questions listed below. Submissions need not respond to every question. When answering the questions, we would welcome illustrative examples from your experience of what worked well (and any indicators or evidence of success) and / or any lessons identified about what to avoid.

1. How was the Code created? (This might include how the content or language was chosen, and by whom, and the extent to which the Code was adapted to your organisation's activities.)
2. What training do you provide staff in respect of the Code, and when?
3. Do you recognize and reward compliance with the Code, and if so how?
4. How do you address breaches of the Code?
5. Do you monitor compliance with or application or awareness of the Code, and if so how?
6. What role does the Code play, if any, in your day-to-day activities or decision-making (at all levels)?
7. What role is adopted by leaders within your organisation in terms of the promotion and application of the Code?
8. What opportunities are there within your organisation for staff to raise concerns about behaviour which might not comply with the Code?
9. Does your organisation have its own ethical values, and if so, how does your Code link to those values?

How to make a submission

Anyone with an interest may make a submission. The Commission particularly welcomes submissions from current and former public sector employees. Submissions should be emailed to contact@eic.independent.gov.uk

Submissions should:

- State clearly who the submission is from, i.e. whether from you in a personal capacity or sent on behalf of an organisation.
- Include a brief introduction about you / your organisation and your reason for submitting evidence.
- Be in word or another editable format. Please do not send uneditable formats like PDF.
- Have numbered paragraphs.
- Comprise a single document. If there are any annexes or appendices, these should be included in the same document.
- Be concise – we recommend no more than 2,000 words in length.
- Contain a contact email address.

The Commission may choose not to accept a submission as evidence, or not to publish a submission even if it is accepted as evidence. This may occur where a submission is very long or contains material which is inappropriate.

Submissions may be published online, including the author's name and organisational affiliation, but all personal contact information will be removed. The Commission will publish anonymised submissions (where the name of the respondent and any references to named individuals are removed) where a respondent makes a reasonable request for us to do so.

Submissions sent to the Commission after the deadline of **27 September 2026** may not be considered.

If you have any questions, please email contact@eic.independent.gov.uk