

## INDEPENDENT MONITORING BOARDS

### CODE OF CONDUCT FOR MEMBERS

*Independent Monitoring Board (“IMB”) members are public appointees and, as such, their conduct must reflect the seven principles of public life, known as “The Nolan Principles”. It is the responsibility of every IMB member to ensure that they are familiar with, and comply with, the provisions of this Code of Conduct. Alleged breaches of the Code will be investigated under the IMB relevant procedures and may in some instances lead to suspension or termination of a member’s appointment.*

#### 1. SELFLESSNESS

IMB members must perform their duties with the just and humane treatment of prisoners and detainees as their overriding priority at all times.

#### 2. INTEGRITY

- i. IMB members must always be demonstrably independent of the prison and immigration services, of all individuals, contractors and other bodies working in those services or with the establishment being monitored, and of trade unions and staff associations having members in the establishment.
- ii. IMB members must not accept any gifts or hospitality which might compromise, or appear to compromise, their personal judgment or place them under an improper obligation.
- iii. IMB members must remain scrupulously objective and professional in their relationships with individual prisoners or detainees.
- iv. IMB members must ensure that no conflict, neither perceived nor real, arises between their public duties and their private interests, financial or otherwise. They must comply with IMB rules on handling potential conflicts of interests.
- v. IMB members must respect the confidentiality of information, particularly information provided by, or concerning, prisoners or detainees. They must adhere to all applicable standards and procedures for maintaining the security of information they receive in the course of their duties.
- vi. IMB members must ensure that they act at all times, and follow all legitimate instructions, to preserve the security and safety of prisoners, detainees and all who work in or visit the establishments they monitor.

#### 3. OBJECTIVITY

- i. IMB members must be objective and impartial in evaluating the performance of the establishment being monitored; they must base judgments on clear and reliable evidence, reporting fairly and without favour.
- ii. IMB members must not discriminate against those with protected characteristics. They have a duty to promote equality of opportunity; to foster good relationships between those with protected characteristics and others; and to seek to eliminate unlawful discrimination.

#### 4. ACCOUNTABILITY

- i. IMB members must act and behave according to the statutory requirements of their role and the agreed codes of conduct and performance standards. They are publicly accountable for their actions. They are appointed, and their appointments may be terminated, by the relevant minister where there is reasonable cause.

- ii. All IMB members must play a full and active part in the work of their Board. This includes complying with reasonable requests from the Board chair and other Board officers. In fulfilling their duties and responsibilities, IMB members must act in good faith and avoid behaving in ways that risk bringing the IMB into disrepute within their establishment or outside it.
- iii. IMB members must act in accordance with policies or practices agreed by the IMB Management Board or its predecessor. They must not unreasonably undermine the authority of the Board Chair, the National Chair, the Management Board or the Regional Representatives.

## **5. OPENNESS**

- i. IMB members must always act in an open and transparent manner, subject to statutory or other proper considerations of information assurance and confidentiality.
- ii. IMB members must treat all those they encounter in the course of their duties with courtesy and respect; they must maintain purposeful and constructive dialogue with prisoners and detainees, with management and staff of the establishment being monitored, and with their IMB colleagues and the staff of the IMB Secretariat.

## **6. HONESTY**

IMB members must act with truthfulness and honesty, and within the law, at all times. They must comply with IMB rules on allowances and expenses, and act honestly in relation to them.

## **7. LEADERSHIP**

IMB members should demonstrate the principles of this Code of Conduct in their own behaviour, promoting and robustly supporting them at all times.