

## 1) Purpose and Application of this Code

- a. All IEDP members should be concerned with the maintenance of good practice within the equality, diversity and human rights profession and must commit themselves to this code of professional practice.
- b. This code sets out the standards for professional and ethical practice to which all members of the Institute of Equality and Diversity Practitioners (IEDP) are expected to adhere.
- c. This code is independent of, though incorporated within, the IEDP's standards and assessment framework for equality, diversity and human rights practice.
- d. Any breach of this code may result in action under the IEDP's complaints procedure.

## 2) Standards of Professional and Ethical Practice

- a. IEDP members are expected to demonstrate relevant competence in line with the Institute's professional standards and qualifications. All IEDP members are therefore required to possess a relevant IEDP qualification (or its equivalent), or be working towards one.
- b. IEDP members provide specialist professional knowledge and services in relation to equality, diversity and/or human rights issues. In all aspects of their professional EDHR practice, IEDP members must:
  - i. seek to enhance the standing and good name of the profession and do nothing that will bring the Institute into disrepute
  - ii. act to continuously develop their performance and quality of service, updating their relevant skills and knowledge as required by the scope and context of their work, including changes in equality and human rights legislation and related guidance
  - iii. aim to achieve the best level of service appropriate to the needs of those they serve and advise
  - iv. treat all people with respect, consideration and in ways that meets the requirements of relevant equality and human rights legislation
  - v. aim to advance, influence and achieve the fullest possible equality of opportunity, valuing of diversity and advancement of human rights
  - vi. aim to eliminate instances of discrimination, harassment, victimisation and other conduct prohibited by equality and human rights law

- vii. respect legitimate needs and requirements for confidentiality
  - viii. disclose at the earliest opportunity any personal interest that may conflict with the ability to provide a professional service
  - ix. demonstrate generosity of spirit by sharing learning and knowledge with other practitioners, supporting continuous improvement within the profession
  - x. recognise and act upon the limitations of their own knowledge and capability, not undertaking any activity for which they are not sufficiently capable or qualified
  - xi. exercise integrity, honesty, diligence and appropriate behaviour in all professional and personal activities
  - xii. act within the law and not encourage, assist or act in collusion with others who may be engaged in unlawful conduct.
- c. IEDP members are expected to actively support the Institute, its values and objectives. This may include, but is not limited to :
- i. sharing information and learning with other members, supporting their work and development and the Institute as a whole
  - ii. recruiting new members
  - iii. promoting the work and interests of the Institute amongst their wider network, contacts and business/professional relationships.
  - iv. Provide active/constructive feedback in support of the continuous growth of the IEDP, including making positive suggestions in the spirit of continual improvement