

South Tyneside Pledge – Code of Conduct

Purpose

This Code of Conduct sets out the expectations for all members of the South Tyneside Pledge. It is designed to foster a culture of mutual respect, collaboration, and shared commitment to supporting our local community and economy.

1. Respect and Inclusion

- Treat all members with courtesy, dignity, and respect.
- Value diverse perspectives and experiences.
- Create a welcoming and inclusive environment for all.

2. Support and Collaboration

- Encourage and support fellow members in their efforts to contribute to the pledge.
- Share knowledge, resources, and opportunities to strengthen collective impact.
- Work together where possible to achieve shared goals.

3. Commitment to Local Priorities

We commit to the core principles of the South Tyneside Pledge:

- **Spend Local:** Prioritise local suppliers and services wherever feasible.
- **Support Local:** Promote and champion local initiatives, businesses, and community efforts.
- **Recruit Local:** Create opportunities for local people through employment, training, and development.

4. Integrity and Accountability

- Act honestly and transparently in all pledge-related activities.
- Honour commitments made under the pledge.
- Be open to feedback and willing to learn and improve.

5. Representation and Conduct

- Represent the South Tyneside Pledge positively and professionally.
- Avoid any actions that could damage the reputation of the pledge or its members.
- Uphold the values of the pledge in all interactions, both within and outside the network.
- **Members who bring the South Tyneside Pledge into disrepute—through misconduct, unethical behaviour, or actions that undermine the values of the network—may be subject to removal from the pledge.** This will be considered carefully and fairly, with appropriate communication and review.

Conflicts of Interest, Confidentiality, and Compliance

Conflicts of Interest

As a member of the South Tyneside Pledge, we ask that you:

- Always act in the best interests of the Pledge and its shared goals.
- Avoid situations where personal or professional interests could conflict with your role as a pledge member.
- Be open and transparent—if you think there may be a potential conflict of interest, please share it with the relevant contact so it can be managed appropriately:
 - **Barbara.tennet1@southtyneside.gov.uk**
 - **Rory.Sherwood-Parkin@southtyneside.gov.uk**
- If you're unsure whether something might be a conflict, it's always okay to ask for guidance.

We believe in openness and trust, and addressing potential conflicts early helps protect the integrity of the Pledge and its members.

Confidentiality

To maintain a respectful and trusted environment, we encourage all members to:

- Treat any sensitive or confidential information shared within the Pledge network with care and discretion.
- Respect the privacy of fellow members and their organisations.
- Avoid sharing information externally unless you have clear permission to do so.
- Be mindful of data protection responsibilities and follow any relevant policies or guidance.

If you're ever unsure whether something should be shared, it's best to check first.

Conduct and Compliance

As part of our shared commitment, we ask members to:

- Follow the principles and values of the South Tyneside Pledge in all interactions.
- Engage respectfully and constructively with others.
- Raise any concerns or issues through the appropriate channels so they can be addressed fairly and promptly.
- Support a culture of learning, improvement, and accountability.

We're all working together to make a positive impact in South Tyneside, and your integrity and professionalism help make that possible.

