

Code of Conduct for Senior Members

Introduction

St John's College values the contributions of its Senior Members in enhancing the intellectual, cultural, and social life of the College. This Code of Conduct outlines the standards of behaviour expected of all Senior Members to ensure that they uphold the reputation and values of the College. Senior Members include Senior Common Room members, College Mentors, Council Members and Fellows.

Expectations

Senior Members are expected to:

General expectations

- Act with integrity, respect, and professionalism in all interactions and activities relating to the College.
- Contribute positively to the academic and social community of the College.
- Comply with all applicable laws, College policies, and the terms of their appointment or membership.
- Notify the Principal's Office of any changes to their contact details at prin.exec@durham.ac.uk.

Representing the College

- Uphold the College's reputation, ethos and values in all professional and public engagements when representing the College, formally or informally.
- Avoid any behaviour or statements that could bring the College into disrepute.

Social media

- Refrain from posting social content that is offensive, discriminatory, or defamatory.
- Avoid sharing confidential College information on social media without prior authorisation.
- Clearly state when personal views are being expressed and ensure they are not attributed to the College.

Conduct with students

- Maintain a professional mode of conduct when interacting with students.
- Report any matters of concern regarding students to the Student Support Office at johns.studentsupport@durham.ac.uk.
- Treat relationships with students with discretion and in line with the College's confidentiality and privacy policies, as well as GDPR regulations.

Use of College resources and spaces

- Use College resources responsibly and for the purposes aligned with their roles.
- Sign in at Reception when entering the College, and wear lanyards/Visitors' passes as directed.
- Be mindful that the College is a living space for students; and bookable rooms should only be used when they have been reserved.

Academic integrity and collaboration

- Maintain the highest standards of academic integrity in all scholarly activities.
- Collaborate respectfully with other members of the College and the University.

Health and Safety

Act in accordance with the College's health and safety procedures, including fire safety and building security.

Concerns and breaches of the Code of Conduct

Any concerns regarding breaches of this Code of Conduct should be reported to the Principal's Office on prin.exec@durham.ac.uk. Reports will be handled in confidence and in accordance with relevant College procedures.

Failure to adhere to this Code of Conduct may result in the retraction of Senior Member status — including Senior Common Room membership, Fellowship, Council membership or a role as College Mentor — following consideration by the Principal and, where appropriate, relevant College committees.

Review of decisions

Where a decision is taken to retract Senior Member status, the individual may request a review of that decision. Any request for review should be submitted in writing to the Principal's Office within 10 working days of the decision being communicated, setting out the grounds for review. The review will be conducted by a senior member of staff or College Officer not previously involved in the matter. The purpose of the review is to ensure that the process followed was fair, proportionate, and in line with this Code and relevant College procedures. The outcome of the review will be final.

Contact information

For any queries or further clarification, please contact the Principal's Office at prin.exec@durham.ac.uk.

The College reserves the right to update this Code as necessary.

Approved by College Officers 05.05.2026.