

IOSH Code of Conduct



Introduction to the IOSH Code of Conduct

The IOSH Code of Conduct guides behaviour and ethical standards for our members. It builds trust and credibility within the occupational safety and health profession. It ensures members consistently uphold the values of honesty, competence, respect, and responsibility.

This Code exists to promote and maintain the highest levels of integrity and professionalism. It protects the reputation of IOSH, yours as members, and that of safety and health, while enhancing safety and wellbeing for the communities we serve.

The Code encourages and inspires members to act in ways that reflect the highest ethical standards. By outlining clearly, the expectations and responsibilities all members have, the Code helps foster a culture of accountability and excellence.

Its primary goal is to support and guide members on their professional conduct. However, breaches of the Code can be subject to investigation and appropriate disciplinary action if necessary.

I am honest

I commit to acting with honesty and integrity. I build and maintain trust with colleagues, clients, and the public, reinforcing the credibility and reliability of the occupational safety and health profession.

To be honest I must

- act with integrity and honesty and abide by the law
- report any criminal convictions or charges to IOSH promptly
- report any instances of bankruptcy or formal arrangements with creditors, detailing their implications for my health and safety responsibilities
- report unethical or illegal behaviour I observe in line with the relevant procedures of my employer, organisation, or client.

I am competent

I maintain and enhance my professional competence to the highest standards. My competence ensures I provide reliable, informed, and effective services. This fosters trust and confidence in my abilities and the reputation of my profession.

To be competent I must

- ensure I am always competent to carry out my duties and engage in continuing professional development (CPD) documenting activities as required by IOSH
- ensure that clients, employers, and others are aware of my level of competence
- provide accurate, accessible, and timely professional advice.

I am respectful

I demonstrate respect for others in all my interactions. I recognise the importance of protecting individual rights and fostering inclusive environments. My respect strengthens relationships with colleagues, clients, and the public. This helps maintain the integrity of my profession.

To be respectful I must

- accept and protect the rights and privacy of individuals and organisations; all my actions are conscientious and mindful of confidentiality
- value equality and diversity throughout my practice, fostering an environment of trust and wellbeing through all my professional interactions
- communicate sensitively and appropriately, always maintaining professional boundaries, and making reasonable checks to ensure that information I share is accurate, true and does not mislead
- conduct my online activities, including on social media, in a way that upholds integrity and trust in my profession.

I am responsible

I act responsibly. Demonstrating responsibility ensures that I act ethically and adhere to regulations. I use resources and technology to support a sustainable and respectful future for the safety and health profession and the communities it serves.

To be responsible I must

- maintain high standards of customer care and ensure my actions do not bring disrepute to myself, to IOSH or the profession
- have regard to the reputation and good standing to any individual, to IOSH or the profession as a whole
- adhere to all policies and regulations of IOSH, including those associated with Training Provider requirements including compliance with formal agreements, audits and investigations
- not engage in any actions that contravene the Institution's Royal Charter, Byelaws or any agreement in respect of volunteering or training provider activities.

Frequently asked questions (FAQs)

Q Why have IOSH updated the Code of Conduct?

A To ensure that the Code is in line with good practice and remains fit for the future

Q Why is there a Code of Conduct?

A To ensure all IOSH members uphold the highest standards of ethical and professional behaviour. It helps maintain trust in the profession and ensures that members act with honesty, competence, respect, and responsibility.

Q Where can I find the Code of Conduct?

A The IOSH Code of Conduct can be found on the IOSH website.

Q Who does the Code of Conduct apply to?

A All IOSH members. This includes all individuals who hold any grade of membership regardless of any additional roles or responsibilities they may undertake as a result of that membership. Whether a member is acting as a volunteer, a trainer, nominated member or in any other capacity, they remain subject to the expectations and standards set out in the Code.

The Code does not apply to organisations. Further information on complaints can be found in the useful links section below.

Q How is the Code of Conduct enforced?

A As a tool for guidance and support, it helps members align their behaviour with the standards expected by IOSH. If a member breaches the Code, IOSH follows its procedures to investigate and take disciplinary action if necessary.

Q What happens if I report a breach of the Code?

A When someone reports a potential breach, IOSH reviews it following our Regulations. If necessary, IOSH investigates to determine the facts and takes appropriate action based on the findings.

Q What happens if a complaint is made against me?

A If a complaint is made against you, it will be handled in a fair, respectful, and confidential manner. You will be informed of the concerns raised and given an opportunity to respond. If necessary, a formal process will be followed. The procedures that will be followed are clearly set out in the Regulations. These ensure a balanced and transparent process for everyone involved

Q When will an investigation under the Code of Conduct take place if there are other ongoing matters, such as employment issues or criminal investigations?

A Any investigation under the Code of Conduct will only begin once all relevant statutory processes, employment-related matters, and criminal investigations have been fully concluded through the appropriate external channels. This ensures that due process is respected, and that any findings from those formal proceedings can be appropriately considered before addressing the matter within the scope of the Code.

Q What other support can I expect to receive as a member?

A As a member, you have access to a range of support services. This includes legal and wellbeing support, with full details available through the Membership team. In addition, IOSH is committed to inclusion and accessibility and has a Reasonable Adjustments Policy in place to support any reasonable adjustments you may require. These measures are in place to ensure that all members are supported and can participate fully.

Q What happens if I cancel my membership?

A If you cancel your membership, any alleged breach of the Code of Conduct that occurred while your membership was active may still be investigated under the Disciplinary Procedures. The matter will be treated as though your membership is still current, and any resulting sanction will be formally recorded. This ensures accountability for actions taken during the period of membership

Q How will IOSH know members have agreed to adhere to the Code of Conduct?

A All individuals are required to agree to adhere to the Code upon signing up to be a member. This agreement is recorded and will be managed in line with IOSH's data retention policy.

Q When will members be required to read and sign to comply with the Code of Conduct?

A Members will be required to read and confirm their agreement to the Code of Conduct at the point of joining IOSH and again at each membership renewal

Q Can I seek advice if I'm unsure about a particular aspect of the Code?

A Yes, IOSH provides support and resources to help individuals understand the Code of Conduct. If you have questions or need clarification, seek guidance from the relevant IOSH support channels via governance@iosh.com.

Glossary

This glossary defines key terms used in the IOSH Code of Conduct to help clarify their meaning and implications. It's a quick reference to assist members in interpreting and applying the Code in their daily practice. This supports their commitment to ethical conduct and professional excellence.

Criminal convictions or charges: Legal judgments against an individual that must be reported to IOSH, especially if they affect professional responsibilities. Criminal charges settled with a fixed penalty notice (e.g. speeding ticket or parking fine) do not constitute a criminal conviction, so IOSH does not need to be informed.

Bankruptcy or formal arrangements with creditors: Financial situations that could impact professional duties and must be disclosed.

Unethical or illegal behaviour: Actions that are morally wrong or illegal, which professionals are obliged to report. If you witness dangerous neglect of your professional advice, you should inform the relevant parties of potential adverse consequences and keep documented evidence that you have done so. In this instance, Illegal behaviour shall be defined as in accordance with laws in England and Wales.

Competence: A combination of knowledge, skills, experience and recognition of the limits of your capabilities. You should maintain and improve your competence by participating in Continual Professional Development (CPD)

Valuing equality and diversity: Ensuring that you promote fairness and inclusion. You make sure all individuals are treated equitably regardless of differences.

Digital activities: Engagements or actions conducted online, on social media, or through digital platforms. Attitudes, values and behaviours should uphold personal and professional integrity.

Audit or investigations: Formal reviews or examinations of records, activities, or compliance with regulations within IOSH

Training provider: An organisation or individual approved and licenced by the Institution of Occupational Safety and Health to deliver IOSH-Produced Courses and/or IOSH-Approved Courses

Nominated Member: An IOSH member with line management responsibility within a Training Provider that meets the set criteria to oversee IOSH course delivery, internal quality control and assessing best practice.

Useful links

IOSH Code of Conduct disciplinary procedure: These regulations set out the procedure to be followed where an allegation of misconduct is made against a member of IOSH. You can view these [here](#).

IOSH and IOSH training provider complaints: You can make a complaint [here](#).

IOSH Awarding Organisation complaints policy: You can view the policy [here](#)

IOSH continuing professional development guidance: You can view the guidance [here](#).

IOSH Royal Charter and Byelaws: The formal rules and regulations governing the conduct of IOSH and its members. The Charter and Byelaws can be viewed [here](#).

IOSH reasonable adjustments policy: You can request a reasonable adjustment [here](#)

About IOSH

The Institution of Occupational Safety and Health (IOSH) is a global Chartered body. The largest membership organisation for health and safety professionals worldwide. We connect our members with resources, guidance, events, and training, and we're the voice of our profession, campaigning on issues that affect millions of working people.

As a qualifications Awarding Organisation, a developer of training, and an advocate for positive transformation, we seek to build excellence in our profession, drive action from everyone who can influence occupational safety and health standards and ensure that protecting people is at the heart of sustainability.

IOSH was founded in 1945 and is a registered charity with international NGO status.

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Institution of Occupational Safety and Health
Founded 1945
Incorporated by Royal Charter 2003
Registered charity in England and Wales No. 1096790
Registered charity in Scotland No. SC043254