

## NHS Innovation Accelerator Code of Conduct

### About the NHS Innovation Accelerator

The NHS Innovation Accelerator (NIA) is an NHS England initiative delivered in partnership with the Health Innovation Networks, hosted at UCLPartners. The programme is part of the Accelerated Access Collaborative (AAC) which brings together industry, government, regulators, patients and the NHS to remove barriers and accelerate the introduction of new ground-breaking treatments and diagnostics which have the potential to transform care. To date, it has supported over 100 Fellows representing over 100 evidence-based innovations to increase their uptake across the NHS.

The NIA offers bespoke support to both the personal development of the NIA Fellows and to their innovations; it also offers branding and promotional opportunities to the NIA alumni. The majority of this support is provided on a voluntary basis. The range and variety of the support on offer is dependent on being able to demonstrate both progress but also to maintain positive and constructive working relationships.

Additionally, each NIA Fellow carries the NIA brand and reputation on behalf of the other Fellows and alumni who are also part of the NIA. Therefore, any reputational risk threatens not only the individual themselves but also other NIA Fellows, partners and collaborators.

### Scope

This Code of Conduct relates to individual NHS Innovation Accelerator Fellows whether in their first, second or third year (henceforth referred to as a “Fellow”) and other staff within an NIA Fellow’s employing organisation who are representing an NIA innovation in the NHS and wider care system in England (henceforth referred to as “work colleagues”). It also applies to the NIA Alumni and their work colleagues who are still able to utilise the NIA logo and who are featured on the NIA website.

The individuals detailed in the above paragraph will henceforth be referred to as “NIA Fellows”.

### Purpose

This Code of Conduct sets out principles for how the NIA Fellows, as defined in the Scope, are expected to behave as part of the NHS Innovation Accelerator.

Concerns that arise where it is felt an individual has not acted in accordance with the Code of Conduct will be referred to the NIA Programme Board for a decision. Ultimately it might be decided that an individual is removed from the NIA.

### NIA Fellow responsibilities

Throughout their Fellowship, NIA Fellows commit to act in an open and collaborative manner, reflecting the NIA values of partnership and effective communications.

NIA Fellows must not bring the NIA (nor its partners) into disrepute by acting in a manner that could threaten the integrity of the NIA. This includes Fellows refraining from any illegal, dishonest or unethical conduct at all times, not just when they are operating as an NIA Fellow. NIA Fellows are expected at all times to:

- Act in good faith, with honesty and integrity
- Act in accordance with the [seven principles of public life](#)
- Consider their audience at all times and how best to influence positively to achieve a desired outcome
- Treat others equally, with dignity, fairness and respect both in conversation and all communications (including via social media)
- Meet the general duties of the [Public Sector Equality Duty \(PSED\)](#)

- Take personal responsibility for adhering to this Code of Conduct
- Refrain from making damaging remarks about the NIA or its partners on public platforms

### Support available to NIA Fellows

Where a Fellow is experiencing issues or concerns when engaging individuals or organisations in efforts to scale their innovation, the NIA core team is available to act as a sounding board, to provide feedback, and to help the Fellow constructively manage any frustrations. The team can assist with messaging and communications content to ensure each Fellow can effectively engage and influence change.

### Process where concerns are raised

Concerns as to the conduct of NIA Fellows can be raised from any source, including:

- NIA Fellows, mentors, patient representatives or core team members
- An employee of one of the NIA partner organisations
- An employee of a health or social care organisation
- A member of the public

Any concerns raised will be reviewed initially by the NIA Co-Director(s). The response will be proportionate to the concern raised and may include assigning a member of the NIA Core Team to review any written communications and to undertake interviews with all affected parties. Concerns raised will be considered with regards to how a Fellow's conduct has been received in addition to its original intention. For steps 2 – 3, a confidential report will be produced on the review findings and kept on file.

On receipt of the investigation, the NIA Co-Director(s) will observe the following steps:

1. Where a minor breach or concern is highlighted, this will be discussed directly and in confidence, with the Fellow by the NIA Co-Director(s). If an immediate resolution cannot be agreed, it will be escalated to step two.
2. Where a serious breach is identified that threatens the reputation of the NIA, this will be escalated to the accountable HIN Chief Officer (UCLPartners, as host organisation for the NIA), who will seek to determine a resolution and will advise whether the issue should be escalated to the NIA Programme Board/ step three.
3. Where a major concern is identified that threatens the reputation of the NIA, or where a concern has not been resolved at step two, this will be escalated to the NIA programme Board. Ultimately, a final decision as to whether the Fellow can remain on the NIA will be taken at the NIA Programme Board. In the event that an individual is no longer able to remain with the NIA, all information about them and their innovation will be removed from the NIA website and NIA brochure. The Fellow's organisation will not be offered the opportunity to apply with a replacement Fellow. The Fellow will be required to cease the use of the NIA branding and to refrain from referring to any association with the NIA in all communications.

Where this process is activated, the affected Fellow will be kept informed as to the stage of the process and the outcome.

### Sources used:

- <https://www.hcpc-uk.org/globalassets/about-us/who-we-are/partners/policies/code-of-conduct--partner.pdf>
- The Nolan Principles: <https://www.gov.uk/government/publications/the-7-principles-of-public-life/the-7-principles-of-public-life--2>