

Council for the Independent Scrutiny of Heathrow Airport (CISHA) Code of Conduct

All attendees at CISHA, its Open Forums, and any other related meetings including those of the other engagement forums, will be asked to agree to abide by this Code of Conduct.

Respect:

A key purpose of the CISHA is to promote open and inclusive engagement with all of Heathrow Airport's wide-ranging stakeholders. To achieve this, participants must always treat each other with respect and courtesy. CISHA has a duty of care to all those who attend its meetings, and the Chair will actively intervene to prevent abusive and insulting behaviour. Examples of behaviour prejudicial to CISHA's aims and values include (but are not limited to):

- general rudeness
- shouting
- the use of vulgar or abusive language
- allegations, accusations, or other personal comments about another participant
- questioning another participant's motives in attending
- bullying
- intimidation
- any incident which might reasonably be seen to demonstrate hostility or prejudice based on age, disability, gender reassignment or identity, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Commitment:

Participants who are attending meetings in a representative capacity should dedicate sufficient time to prepare for and attend meetings. They should seek advice and views from those they are representing, feed back information from the meetings where appropriate, and be able to demonstrate that this has been done. Those attending in a personal capacity should be open about this and their reasons for attending.

Participation and Inclusivity:

Attendees should try to participate fully in meetings. They should listen to what others have to say, while contributing constructively to discussions.

Openness and Accountability:

Participants should be open and accountable to each other and those they are representing about any activities they are involved in related to CISHA.

Conflicts of Interest:

Participants should identify and declare any conflicts of interest (actual, potential, or perceived) as and when these arise.

Confidentiality:

Participants should respect the status of any confidential issues discussed.

Non-compliance:

Breaches of this Code of Conduct will not be tolerated. The right to attend any meeting or activity related to CISHA is at the discretion of the Chair of CISHA and/or Chair of the meeting if different. If they feel that this Code of Conduct has been violated, they may revoke the right of any participant to attend indefinitely with immediate effect.

If the participant concerned is attending in a representative capacity, the Chair reserves the right to request that the organisation send an alternative representative in the future. Failure to comply with such a request may result in said organisation being unrepresented and alternative arrangements will be made.

CISHA recognises that many participants give freely of their time and experience to represent their stakeholder organisations or groups. Participants who feel that they are subject to any breach of this Code of Conduct should contact the CISHA Chair or Secretary.

Agreement:

I understand that acceptance and adherence to this Code of Conduct is a condition of attendance at or participation in any meeting or activity related to CISHA.