

# TATE ETHICS POLICY

Approved by the Board of Trustees on 16 March 2022

Revised by the Board of Trustees on 16 March 2024

## 1 Introduction

This policy sets out the standards of conduct that are expected from all Tate representatives, that is its Trustees, co-opted Non-Executives, staff, advocates and those working with Tate Enterprises Ltd., Tate Foundation, Tate Americas Foundation and Tate Canada Foundation. It is to be read in conjunction with other of Tate's policies which set out in detail ethical considerations in other areas (e.g., Due Diligence, Acquisitions and Disposals, Trustee and Committee Member Conflict of Interest Management and Conflict of Interest Management in Fundraising).

This policy is consistent with the Museums Association's *Code of Ethics for Museums* and the *Code of Ethics for Museums Worldwide* produced by ICOM; it also takes into account the *Seven Principles of Public Life* (Nolan Committee; March 1996). In addition, this document is supplemented by the Employee Handbook and Tate's policies on Fraud and Whistleblowing and the rules in relation to hospitality and gifts.

## 2 Ethical Principles

### 2.1 Mission.

- 2.2 Tate recognises it is not possible to predict every situation in which its representatives may find themselves. Of paramount importance is the simple principle that:

*No individual should use his or her position at Tate for personal gain or to benefit another at the expense of the Museum, its mission, its reputation, or the public which it serves, nor should any individual act in a way that could be reasonably seen by others as compromising the independence and integrity of Tate.*

In addition to this overarching principle, there are three additional principles to which all Tate representatives should adhere. These include:

- a. The public benefit of any activity undertaken by Tate or its employees should outweigh any incidental private benefit that might accrue as a result of any activity;
- b. Tate should not be seen to sanction or endorse any sale of work to a private collector, regardless of whether the artist is represented in the Tate Collection;



4.2 In the context of ethical fundraising Tate will adhere to the provisions of its Donations Policy adopted by the Board.

