



Code of Conduct for Trustees and Governors

1.1 As trustees/governors, we will focus on our strategic functions:

1. Ensuring there is clarity of vision, ethos and strategic direction.
2. Holding executive leaders to account for the educational performance of the organisation and its pupils and the performance management of staff.
3. Overseeing the financial performance of the organisation and making sure its money is well spent.
4. Ensuring the voices of stakeholders are heard.

1.2 As individuals on the Trust Board/LGB Committees we agree to:

Fulfil our role & responsibilities

1. We accept that our role is strategic and so will focus on our core functions rather than involve ourselves in day to day management. We will respect the role of the executive and school leadership teams and avoid involvement in operational matters.
2. We will develop, share and live the ethos and values of the Trust and our school/s.
3. We will promote equity and diversity throughout our organisation, including the board's operation.
4. We will not undermine fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.
5. We agree to adhere to all Trust/school policies and procedures as set out by the relevant governing documents and law.
6. We will work collectively for the benefit of the school/s.
7. We will be candid but constructive and respectful when holding senior leaders to account.
8. We will consider how our decisions may affect the school/s and local community.
9. We will stand by the decisions that we make as a collective.
10. We will follow the Seven Nolan Principles of Public Life. Where decisions and actions conflict with these principles or may place pupils at risk, we will speak up and bring this to the attention of the relevant authorities.
11. We will only speak or act on behalf of the board if we have the authority to do so.
12. We will fulfil our responsibilities as a good employer, acting fairly and without prejudice.
13. When making or responding to complaints we will follow the established procedures.
14. We will strive to uphold the Trust's/school's reputation at all times in our private communications (including on social media). We will not make comments online about any members of the board, local governors, or trust or school communities.
15. We will only use our allocated school/trust email address for school/trust business and understand that any communication contained therein must be professional in tone and content.

16. We understand that any digital or written communication may be monitored and may be subject to a subject access request, therefore no digital or written communication can be considered private and confidential and must always be written with this knowledge.

Demonstrate our commitment to the role

1. We will involve ourselves actively in the work of the board, and accept our fair share of responsibilities, serving on committees, working groups or as link roles where required.
2. We will make every effort to attend all meetings and where we cannot attend explain in advance why we are unable to.
3. We will arrive at meetings prepared, having read all papers in advance, ready to make a positive contribution and observe protocol.
4. We will get to know the school/s well and respond to opportunities to involve ourselves in school activities.
5. We will visit the school/s and when doing so will make arrangements with relevant staff in advance and observe school and board protocol and the Trust's guidance for school visits.
6. When visiting the school in a personal capacity (i.e. as a parent or carer), we will continue to honour the commitments made in this code.
7. We will participate in induction training and development activities required to fill any gaps in the skills we need for effective governance.
8. We will take responsibility for improving our individual and collective skills and knowledge on an ongoing basis.

Build and maintain relationships

1. We will develop effective working relationships with school leaders, staff, parents and other relevant stakeholders from our local community/communities.
2. We will express views openly, courteously and respectfully in all our communications with board members and staff both inside and outside of meetings.
3. We will support the chair in their role of leading the board and ensuring appropriate conduct.

Respect confidentiality

1. We will sign and adhere to the Trust's Confidentiality Policy and Confidentiality Agreement.
2. We will observe complete confidentiality both inside and outside of school when matters are deemed confidential or where they concern individual staff, pupils or families.
3. We will not reveal the details of any governing board vote.
4. We will ensure all confidential papers are held and disposed of appropriately.
5. Our commitment to confidentiality does not overrule our duty to report safeguarding concerns to the appropriate channel where we believe a child is at risk of harm.
6. We will maintain confidentiality even after we leave office.
7. In the event of a breach of confidentiality we will inform the chair as soon as possible who will investigate the matter further.

Declare conflicts of interest and be transparent

1. We will declare any business, personal or other interest that we have in connection with the board's business and these will be recorded in the Register of Business Interests.
2. We will also declare any conflict of loyalty at the start of any meeting should the need arise.
3. If a conflicted matter arises in a meeting, we will offer to withdraw from the meeting for the duration of the discussion and any subsequent vote.

4. If a conflict of interest which we have not declared is identified by another party at the meeting, we accept that we may be asked to withdraw from meeting with no further discussion and we will adhere to that request.
5. We accept that the Register of Business Interests will be published on the school/trust's website.
6. We will act in the best interests of the school/trust as a whole and not as a representative of any group.
7. We accept that in the interests of open governance, our full names, date of appointment, terms of office, date stepped down (if applicable), roles on the governing board, attendance records, relevant business and pecuniary interests, category of governor and the body responsible for appointing us will be published on the school's website.
8. We accept that information relating to board members will be collected and recorded on the DfE's national database of governors (Get Information About Schools), some of which will be publicly available.
9. We accept that information about trustees will be published by Companies House.

We understand that potential or perceived breaches of this code will be taken seriously and that a breach could lead to formal sanctions. This code of conduct is not exhaustive. If situations arise that are not covered by this code, trustees/governors will use their judgement and act in the best interests of the trust and its pupils.

Signed

Date:

Name

The Trust Board agrees that this code of conduct will be reviewed annually, upon significant changes to the law and policy, or as needed and it will be endorsed by the Trust Board.