

## Governance Code of Conduct

(for Members, Trustees, and Local Governing Board Governors)

### Purpose of this Code

This Code sets and maintains the standards of conduct expected of all individuals in governance roles within the Trust. It ensures that governance is carried out with honesty, integrity, and respect, creating an environment where everyone is safe, valued, and treated fairly.

This Code is aligned to the latest versions of the Department for Education's Academy Trust Governance Guide and the Academy Trust Handbook. It should be read alongside the Trust's Articles of Association, and our Scheme of Delegation.

### The Seven Principles of Public Life

As Members, Trustees, and Local Governing Board Governors, will abide by the Seven Nolan Principles of Public Life and demonstrate our commitment to ethical governance:

1.	Selflessness	We will act in the public interest.
2.	Integrity	We will not act or take decisions to gain financial or other material benefits for ourselves, our family, or our friends. We will declare any conflicts of interest.
3.	Objectivity	We will act and take decisions impartially, fairly, and on merit. We will use the best evidence to avoid discrimination or bias.
4.	Accountability	We understand that we are accountable to the public for our decisions and actions. To make sure of this, we will be scrutinised where necessary.
5.	Openness	We will act and take decisions openly and transparently. We will not withhold information from the public unless there are clear and lawful reasons for doing so.
6.	Honesty	We will be truthful.
7.	Leadership	We will actively promote and support the above principles and will challenge poor behaviour wherever it happens.

### Our responsibilities, We will:

1. Understand that our role is strategic and so will focus on our core purpose rather than involve ourselves in day-to-day management.
2. Fulfil our role and responsibilities as set out in our [scheme of delegation](#)
3. Live and champion the ethos and values of our trust.
4. Agree to adhere to trust policies and procedures.
5. Fully cooperate with requests that are necessary to ensure organizational compliance.
6. Work collectively for the benefit of the children in our care.
7. Be candid, constructive and respectful when holding senior leaders to account.
8. Consider how our decisions may affect the trust and local communities.
9. Stand by the decisions that we make as a collective.
10. Only speak or act on behalf of the trust board if we have the authority to do so.
11. When making or responding to complaints, we will follow the established procedures.
12. Always uphold the trust's reputation in our private communications (including on social media).
13. Have regard to our responsibilities under [The Equality Act](#) and will work to advance equality of opportunity for all.
14. Function as ambassadors for our trust.
15. Work actively to identify and manage risks to the Trust and its schools.

### Commitment to Governance, We will:

1. Involve ourselves actively in the work of the board and understand our fair share of responsibilities, serving on committees or working groups where required.
2. Make every effort to attend all meetings and, where we cannot attend, explain in advance why we are unable to.
3. Arrive at meetings prepared, having read all papers to make a positive contribution and observe protocol.
4. Get to know the school/s well and welcome opportunities to be involved in school activities.
5. Participate in regular pre-arranged visits to the schools in accordance with the Policy for Governance Visits to School to monitor progress against school improvement priorities.
6. When visiting a school in a personal capacity (for example, as a parent or carer), we will continue to honour the commitments made in this code
7. Participate in induction training, prioritise training in required areas (such as safeguarding) and commit to developing our individual and collective skills and knowledge on an ongoing basis.

### Build and Maintain Relationships, We will:

1. Foster a culture of respect, openness, and teamwork.
2. Work together as a Board or Local Governing Board to develop effective relationships with stakeholders, including other governance stakeholders across the Trust
3. Express views openly, courteously, and respectfully.
4. Support the designated Chair and governance lead in maintaining effective governance.

### Respect confidentiality, We will:

1. Observe confidentiality both inside and outside of the trust when matters are deemed confidential or where they concern individual staff, pupils, or families.
2. Not reveal the details of any governing board vote.
3. Ensure all confidential papers are secure and disposed of appropriately.
4. Maintain confidentiality after we leave office.
5. Practice good ICT security, keep personal data safe and support GDPR compliance.

### Declare conflicts of interest and be transparent, We will:

1. 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. Declare any conflict of interest at the start of any meeting should the need arise.
3. If a conflicted matter arises in a meeting, we will offer to leave the meeting for the duration of the discussion and any subsequent vote.
4. Understand that the register of business interests is published on the trust's website.
5. Understand that in the interests of open governance, our full names, date of appointment, terms of office, roles on the trust board, attendance records, relevant business and pecuniary interests, category of member/governor/trustee and the body responsible for appointing is published on the trust website.
6. Understand that information relating to Members, Trustees and Local governors is collected and recorded on the DfE's national database (Get information about schools) and may be publicly available.

### Breach of this Code

We understand that potential or perceived breaches of this code are taken seriously and that a breach could lead to formal sanctions including removal from office.

Adopted by the Trust Board on 2<sup>nd</sup> December 2025