

GOVERNOR CODE OF CONDUCT

Once this code has been adopted, all Board members agree to faithfully abide by it.

We will apply the highest standards and will:

1. act within our powers
2. promote the success of the trust
3. exercise independent judgement
4. exercise reasonable care, skill and diligence
5. avoid conflicts of interest
6. not accept benefits from third parties
7. declare interest in proposed transactions or arrangements

We will focus on our core governance functions as set out in the Scheme of Delegation:

1. To help the Board of Directors fulfil its core functions by:
 - Helping shape a vision for each school appropriate to its foundation (Anglican, Methodist, or Community)
 - Promoting the Academies place in its community
 - Helping the Board of Directors have the understanding it needs to improve outcomes for all pupils
 - Helping the Board of Directors have the understanding it needs to hold the CEO to account
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2. Helps the CEO and school leader fulfil their roles by:
 - Supporting and challenging the school's senior leader to improve certain aspects of the academy (see list of responsibilities)
 - Providing external input to processes (complaints, governor panels, recruitment, etc)
 - Helping the School's senior leader to understand the local community, including commerce and industry
 - Building links with the wider local community including parents
3. Looks at the school through the lens of the child:
 - Seeking to answer on behalf of the board and executive: "what is it like to attend this School?"

WE AGREE TO FOLLOW THE CHARITY GOVERNANCE CODE ([Home — Charity Governance Code](#))

WE AGREE TO ABIDE BY THE SEVEN NOLAN PRINCIPLES OF PUBLIC LIFE: ([The Seven Principles of Public Life - GOV.UK \(www.gov.uk\)](#))

OTHER READING - THE FRAMEWORK FOR ETHICAL LEADERSHIP IN EDUCATION [Ethical Leadership in Education - National Governance Association \(nga.org.uk\)](#)

As individual board members, 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.
2. We will fulfil our role and responsibilities as set out in our scheme of delegation.
3. We will develop, share and live the Christian ethos and values of our Trust
4. We agree to adhere to Trust policies and procedures as set out by the relevant governing documents and law.
5. We will work collectively for the benefit of the Trust.
6. We will be candid but constructive and respectful when holding leaders to account.
7. We will consider how our decisions may affect the Trust and the local communities in which they serve.
8. We will stand by the decisions that we make as a collective.
9. Where decisions and actions conflict with the Seven Principles of Public Life or may place pupils at risk, we will speak up and bring this to the attention of the relevant authorities.
10. We will only speak or act on behalf of the board if we have the authority to do so.
11. When making or responding to complaints we will follow the established procedures.
12. We will strive to uphold the Trust's reputation in our private communications (including on social media).
13. We will have regard to our responsibilities under The Equality Act and will work to advance equality of opportunity of all.
14. We will fulfil our responsibilities as a good employer, acting fairly and without prejudice.
15. We will act as the local ambassadors for our trust

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 or working groups where required.
2. We will make every effort to attend all meetings prepared, having read all papers in advance, ready to make a positive contribution and observe protocol and where we cannot attend, explain in advance why we are unable to.
3. We will get to know the school's well and respond to opportunities to involve ourselves in school activities. When visiting the schools we will make arrangements with relevant staff in advance and observe school and board protocol.
4. When visiting the school in a personal capacity (for example, as a parent or carer), we will continue to honour the commitments made in this code.
5. We will participate in induction training and take responsibility for developing our individual and collective skills and knowledge on an ongoing basis.

Build and maintain relationships

1. We will express views openly, courteously and respectfully in all our communications with board members and staff both inside and outside of meetings, ensuring that we create an inclusive environment where each board member's contributions are valued equally.
2. We will support the chair in their role of leading the board and ensuring appropriate conduct.
3. We will champion the voices of our school community and stakeholders.
4. We will establish effective working relationships with trustees.

Respect confidentiality

1. We will observe complete confidentiality both inside and outside of Trust when matters are deemed confidential or where they concern individual staff, pupils or families.
2. We will not reveal the details of any board vote.
3. We will ensure all confidential papers are held and disposed of appropriately.

4. We will maintain confidentiality even after we leave office.

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 and 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.
3. We accept that the Register of Business Interests will be published on the school/trust’s website.
4. We will act as a Trustee not as a representative of any group.
5. We will act in the best interests of the school/trust as a whole and not as a representative of any group.
6. We accept that in the interests of open governance, our full names, date of appointment, terms of office, roles on the board, attendance records, relevant business and pecuniary interests, category of trustee and the body responsible for appointing us will be published on the school/trust website.
7. We accept that information relating to board members will be collected and recorded on the DfE’s national database (Get information about schools), some of which will be publicly available.

We understand that potential or perceived breaches of this code will be taken seriously and that a breach could lead to formal sanctions.

We agree that this code of conduct will be reviewed annually, upon significant changes to the law and policy or as needed.

Signed _____

Print Name _____

Date: _____