



Code of Conduct

Code of Conduct for Members, Trustees and Governors within the Shires Multi Academy Trust.

Governors and Trustees will endeavour to follow the seven principles of public life, originally published by the Nolan committee:

Selflessness - Holders of public office should act solely in terms of the public interest. They should not do so to gain financial or other material benefits for themselves, their family, or their friends.

Integrity - Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.

Objectivity - In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

Accountability - Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness - Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

Honesty - Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership - Holders of public office should promote and support these principles by leadership and example.

The Shires Multi Academy Trust has adopted the following Code of Conduct based on the code developed by the National Governors Association.

As individual members of the **Trust Board of Shires Multi Academy Trust** we agree to the following:

Role & Responsibilities

We understand the purpose of the Trust Board/LGC and the role of the headteacher. In particular that the Trust Board/LGC has an executive function, operating in all matters at a strategic level and leaving the CEO, head teacher and senior school leaders responsible and accountable for the operational day to day management of the school.

We accept that we have no legal authority to act individually, except when the body has given us delegated authority to do so, and therefore we will only speak on behalf of the governing body when we have been specifically authorised to do so.

We accept collective responsibility for all decisions made by the body or its delegated agents. This means that we will not speak against majority decisions outside the governing body meeting.

We have a duty to act fairly and without prejudice, and in so far as we have responsibility for staff, we will fulfil all that is expected of a good employer.

We will encourage open government and will act appropriately.

We will consider carefully how our decisions may affect the community and other academies.

We will ensure that we and the academies promote tolerance of and respect for people of all faiths (or those of no faith), cultures and lifestyles; and support and help, through our words, actions and influence within the academies and more widely in the community, to prepare children and young people positively for life in modern Britain.

We will always be mindful of our responsibility to maintain and develop the ethos and reputation of our Trust/School. Our actions within the Trust/School and the local community will reflect this.

In making or responding to criticism or complaints affecting the Trust/School we will follow the procedures established by the Trust Board/LGC

We will actively support and challenge the CEO/headteacher.

Commitment

We acknowledge that accepting office as a Trustee/ governor involves the commitment of significant amounts of time and energy.

We will each involve ourselves actively in the work of the Trust Board/LGC our fair share of responsibilities, including service on committees or working groups.

We will make full efforts to attend all meetings and where we cannot attend explain in advance why we are unable to.

We will get to know the academies/school well and respond to opportunities to involve ourselves in appropriate activities.

We will visit the school(s), with all visits arranged in advance with the staff and undertaken within the framework established by the Trust Board/ LGC and agreed with the Headteacher.

As local governors, we will undertake as a minimum at least one 'Learning Walk' activity and one other visit to our school each year.

We will consider seriously our individual and collective needs for training and development and will undertake relevant training. As a minimum standard we will complete the "Foundations of Governance" or equivalent course within our first 12 months of office, and thereafter at least one relevant training activity each year based on our skills and competencies audit.

Relationships

We will strive to work as a team in which constructive working relationships are actively promoted.

We will express views openly, courteously and respectfully in all our communications with other governors.

We will support the chair in their role of ensuring appropriate conduct both at meetings and at all times.

We are prepared to answer queries from other governors in relation to delegated functions and take into account any concerns expressed, and we will acknowledge the time, effort and skills that have been committed to the delegated function by those involved.

We will seek to develop effective working relationships with the headteacher, staff and parents, the local authority and other relevant agencies and the community.

Confidentiality

We will observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils, both inside or outside school.

We will exercise the greatest prudence at all times when discussions regarding Trust/school business arise outside a Trust Board/LGC meeting.

We will not reveal the details of any Trust Board/LGC vote.

