



CODE OF CONDUCT

In law the Academy is a corporate body (company), which means that there are a number of guiding principles which apply to the conduct of the Trustees and, by association, Governors.

This code applies to all levels of governance and sets out the expectations on and commitment required from members of the Local Governing Body and Trustees in order for the governing Board to properly carry out its work.

The Trustees have the following core strategic

functions: Establishing the strategic direction, by:

- Setting the vision, values, and objectives for the Trust
- Meeting statutory duties

Ensuring accountability, by:

- Appointing the Principal
- Monitoring progress towards targets
- Performance managing the Principal
- Engaging with stakeholders

Ensuring financial probity, by:

- Setting the budget
- Monitoring spending against the budget
- Ensuring value for money is obtained
- Ensuring risks to the organisation are managed

The purpose of the Local Governing Body:

The LGB together with the Trustees are all responsible for the conduct of the Academy and for promoting high standards. To assist continuity the chair of the LGB may also sit on the Board of Trustees. The governing body aims to ensure that students are attending a successful Academy, which provides them with an excellent education and supports their well-being.

The LGB ensures accountability by:

- Responding to Ofsted reports when necessary
- Holding the Head Teacher to account for the performance of the Academy
- Ensuring parents and students are involved, consulted and informed as appropriate
- Making available information to the community

As individuals on the board we agree to the following:

General

- We understand the purpose of the Board, Local Governing Body
- We accept that we have no legal authority to act individually, except when the Board has given us delegated authority to do so, and therefore we will only speak on behalf of the governing board when we have been specifically authorised to do so.
- We accept collective responsibility for all decisions made by the Board of Trustees or its delegated agents. This means that we will not speak against majority decisions outside the Board or 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 fulfill 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 schools.
- We will always be mindful of our responsibility to maintain and develop the ethos and reputation of the Trust.
- In making or responding to criticism or complaints affecting the Trust we will follow the procedures established by the Board of Trustees.
- We will actively support and challenge the Principal.
- We are aware of and accept the Nolan seven principles of public life.

The Seven Principles of Public Life

(Originally published by the Nolan Committee: The Committee on Standards in Public Life was established by the then Prime Minister in October 1994, under the Chairmanship of Lord Nolan, to consider standards of conduct in various areas of public life, and to make recommendations).

Selflessness - Holders of public office should act solely in terms of the public interest. They should not do so in order 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.

Commitment

- We acknowledge that accepting office as a Trustee or Local Governor involves the commitment of significant amounts of time and energy.
- We will each involve ourselves actively in the work of the Board of Trustees or Governing Body, and accept 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 consider seriously our individual and collective needs for training and development, and will undertake relevant training.
- We accept that in the interests of open government, our names, terms of office, roles on the governing body, category of governor, body responsible for appointing us and attendance at meetings will be published on the Trust/school's website and certain details provided to the Education Skills and Funding Agency (Edubase) on appointment to role.

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, Trustees, Principal, staff and other stakeholders.
- 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 Trustee/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 Principal, 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.
- We will exercise the greatest prudence at all times when discussions regarding Trust business arise outside a Board of Trustee or Local Governing Body meeting.
- We will not reveal the details of any Board of Trustees or Local Governing Body vote.

Conflicts of interest

- We will record any pecuniary or other business interest (including those related to people we are connected with) that we have in connection with the Board of Trustees or Local Governing Body's business in the Register of Business Interests, and if any such conflicted matter arises in a meeting we will offer to leave the meeting for the appropriate length of time. We accept that the Register of Business Interests will be published on the College's website.
- We will also declare any conflict of loyalty at the start of any meeting should the situation arise.
- We will act in the best interests of the Trust as a whole and not as a representative of any group, even if elected to the Board of Trustees or Local Governing Body.

Breach of this code of conduct

- If we believe this code has been breached, we will raise this issue with the chair of the Board of Trustees and the chair will investigate; the Board of Trustees will only use suspension/removal as a last resort after seeking to resolve any difficulties or disputes in more constructive ways.
- Should it be the chair of the Board of Trustees that we believe has breached this code, another Trustee, such as the vice chair will investigate.