

Code of Conduct and Practice for Trustees

Our Ambition: *To be the highest performing MAT in the country. Our mission: To improve the communities we serve for the better.*

The key principles

Trustees should:

- Support the stated ambition and vision of the trust and promote the trust in the wider community;
- Strive for excellence on behalf of the trust and each academy;
- Work co-operatively with other trustees, the CEO and the Executive Senior Leadership Team in the best interest of each academy and the trust as a whole;
- Be proactive and participate while at the same time respecting the views of others;
- Be loyal to the decisions made by the Board of Trustees;
- Respect the confidentiality of those items of business that have been designated as confidential, do not disclose what individuals have said or how they have voted;
- Withdraw from meetings where they have any direct personal interest in the business being discussed;
- Participate in training and development.

Code of Practice for Trustees

We believe that the ability of our Board of Trustees to work together for the good of our academies depends essentially on trust and an understanding of our common purpose.

The Board of Trustees has therefore adopted the following principles and procedures:

General

- We have responsibility for determining, monitoring and keeping under review the broad policies, plans and procedures within which each academy operates;
- We recognise that the CEO has an overall responsibility for quality assurance and respect the insight this brings in terms of informing decisions of overall strategic direction;
- We recognise that each Principal is responsible for the implementation of policy, day to day management of their academy and the implementation of the curriculum;
- We accept that all trustees have equal status and that our overriding concern will be the welfare and achievements of pupils in each academy;
- We have no legal authority to act individually, except when The Board of Trustees has given us delegated authority to do so;
- 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 academies across the trust.

Commitment

- We acknowledge that accepting office as a trustee involves the commitment of significant amounts of time and energy;
- We will involve ourselves actively in the work of the Board of Trustees, attend regularly, and accept our fair share of responsibilities, including service on committees or working groups;
- We will get to know the academies well and respond to opportunities to involve ourselves in academy activities;
- We will consider seriously our individual and collective needs for training and development.

Relationships

- We will strive to work as a team;
- We will maintain effective working relationships with the CEO, ESLT, staff and parents.

Confidentiality

- We will observe complete confidentiality when required or asked to do so by The Board of Trustees, especially regarding matters concerning individual staff or students;
- We will exercise the greatest prudence if a discussion of a potentially contentious issue affecting an academy or the Trust as a whole arises outside The Board of Trustees.

Conduct

- We will encourage the open expression of views at meetings, but accept collective responsibility for all decisions made by The Board of Trustees or its delegated agents. This means that we will not speak out against majority decisions in public (or private) outside The Board of Trustees;
- We will only speak or act on behalf of The Board of Trustees when we have been specially authorised to do so;
- In making or responding to criticism or complaints affecting the trust or an individual academy we will follow the procedures established by The Board of Trustees;
- Our visits to academies will be undertaken with the agreement of the CEO/ Vice CEO or the individual Principal;
- In discharging our duties, we will always be mindful of our responsibility to maintain and develop the ethos and reputation of the trust.

*"Challenging educational orthodoxies in the best interests of achieving excellence so that:
all children make at least good progress; cohorts, groups or schools perform well;
all teachers enable good or better learning; all schools strive to be outstanding."*

Date adopted: Monday 3rd December 2018

Signed by the chair of Trustees

