



Code of Conduct for Trust Directors and Local Governors

Each LGB will be asked to adopt this policy annually and record this in the minutes of the meeting

Ratified by Trust Board: January 2017

Review by Trust Board: January 2018

This code sets out the expectations on and commitment required from school governors, trustees and academy committee members in order for the governing board to properly carry out its work within the school/s and the community. Unless otherwise stated, 'school' includes academies, and it applies to all levels of school governance.

The Synergy Trust Board of Directors have the following core strategic functions:

Establishing the strategic direction, by:

- Setting the vision, values, and objectives for the Trust
- Agreeing the Trust improvement strategy with priorities and targets
- Meeting statutory duties

Ensuring accountability, by:

- Appointing the Lead Executive Principal
- Monitoring progress towards targets across the Trust
- Performance managing the Lead Executive Principal
- Engaging with stakeholders
- Contributing to Trust self-evaluation

Ensuring financial probity, by:

- Setting budgets across the Trust
- Monitoring spending against budgets across the Trust
- Ensuring value for money is obtained
- Ensuring risks to the organisation are managed
- Referring to the Academies Financial Handbook for statutory responsibilities

The Local Governing Boards have the following core strategic functions:

Establishing the strategic direction, by:

- Setting the vision, values, and objectives for the school
- Agreeing the school improvement strategy with priorities and targets
- Meeting statutory duties
- Adhering to the Trust's Scheme of Delegation

Ensuring accountability, by:

- Appointing the Headteacher with referral to the Lead Executive Principal
- Monitoring progress towards targets
- Performance managing the Headteacher with referral to the Lead Executive Principal
- Engaging with stakeholders
- Contributing to school self-evaluation

Ensuring financial probity, by:

- Ensuring a budget is set by the Trust with regard to key improvement objectives
- Monitoring spending against the budget at a local level
- Ensuring value for money is obtained
- Ensuring risks to the organisation are managed
- Referring to the Trust Financial Scheme of Delegation for areas of responsibility

As individuals on all boards we agree to the following:

Role & Responsibilities

- We understand the purpose of the board and the role of the Lead Executive Principal and Local Headteacher.
- 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 Trustees or governing board when we have been specifically authorised to do so.
- We accept collective responsibility for all decisions made by the board or its delegated agents. This means that we will not speak against majority decisions outside the governing board 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 schools.
- We will always be mindful of our responsibility to maintain and develop the ethos and reputation of our school and group of schools. Our actions within the school and the local community will reflect this.
- In making or responding to criticism or complaints we will follow the procedures established by the governing board.
- We will actively support and challenge the Lead Executive Principal (Trustees only) and Headteacher (Local Governing Board).

Commitment

- We acknowledge that accepting office as a Trustee/Governor member involves the commitment of significant amounts of time and energy.
- We will each involve ourselves actively in the work of the Trust Board/Local Governing Board, 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 get to know the school(s) well and respond to opportunities to involve ourselves in school activities.

- We will visit the school(s), with all visits arranged in advance with the Lead Executive Principal or Local Headteacher, where relevant, and undertaken within the framework established by the governing board.
- We will consider seriously our individual and collective needs for induction, training and development, and will undertake relevant training.
- We accept that in the interests of open government, our full names, date of appointment, terms of office, roles on the governing board, attendance records, relevant business and pecuniary interests, category of governor and the body responsible for appointing us will be published on the school's website.
- In the interests of transparency we accept that information relating to Trustees and Governors will be collected and logged on the DfE's national database of governors (Edubase) by Synergy Trust employees.

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 Trustees/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 board members 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 Lead Executive Principal and/or Local Headteacher, staff and parents, the trust, 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 school/trust business arise outside a governing board meeting.
- We will not reveal the details of any governing board 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 governing board'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 school/trust'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 school as a whole and not as a representative of any group, even if elected to the governing board.

Social Media

- Governors should not make information that is confidential to the governing body accessible on social networking sites.
- Any concerns governors have in relation to pupils and social networking sites should be brought to the attention of the Headteacher.
- If governors use social networking sites, they should not publish thoughts or post anything that could bring the school into disrepute.
- Governors should not canvass the opinion of those on social networking sites on issues under discussion within the Governing Body, unless agreed by the full board.

Breach of this code of conduct

- If we believe this code has been breached, we will raise this issue with the chair and the chair will investigate; the governing board 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 that we believe has breached this code, another governing board member, such as the vice chair will investigate.

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.

Adopted by the Trust/Governing board of [name of Trust/school] on [date].

Signed by all Trustees/Governors of The Board