

Trustee Code of Conduct

As Trustees, we agree to uphold and promote the vision and values of the Trust through our conduct as Trustees. We agree to operate within this Code of Conduct, abide by equality legislation in the Equalities Act 2010, Public Sector Equality Duty, and adhere to the Nolan Principles of Public Life.

AMBITION

As Trustees, we will:

- Set high expectations for outcomes, leadership and governance
- Model aspiration, professionalism and determination
- Inspire confidence through conduct and leadership
- Provide challenge and support
- Collaborate for excellence across the Trust
- Remain future-focused and strategic

This means in practice:

- Coming prepared and asking thoughtful questions
- Focusing on impact and continuous improvement
- Supporting innovation and long-term success

INCLUSION

As Trustees, we will:

- Show respect to all, engaging with and valuing different perspectives and experiences
- Promote equity and fairness in decisions and challenge
- Commit to inclusive governance and ensure all voices are heard
- Lead by example in behaviour and conduct
- Collaborate widely with Trustees, leaders and stakeholders

This means in practice:

- Listening carefully and respectfully, especially to differing views
- Ensuring decisions reflect the needs of all pupils and communities
- Working as a united and inclusive board bound by collective responsibility.

OPPORTUNITY

As Trustees, we will:

- Support diverse pathways to success for all pupils
- Actively identify and remove barriers
- Create and promote opportunities across the Trust
- Engage with families and communities

This means in practice:

- Keeping pupils' life chances central to decisions
- Supporting disadvantaged and vulnerable groups
- Championing equality of access and experience

FOUNDATION BEHAVIOURS

Work as a team:

- Act collectively and support decisions once made
- Build professional relationships
- Challenge constructively in meetings

Act with integrity:

- Be honest, transparent and accountable
- Declare and manage conflicts of interest
- Maintain confidentiality

Respect roles and boundaries:

- Respect executive leadership roles
- Avoid involvement in operations
- Follow agreed protocols when making arrangements and visiting the Trust/schools

Communicate professionally:

- Communicate clearly and respectfully
- Respond in a timely manner
- Raise concerns through appropriate channels

Commit to the role:

- Attend and prepare for meetings
- Engage in training and development
- Act as ambassadors for the Trust

Breach of this Code of Conduct

If any Member, Trustee, or staff believes that this code has been breached, this should be raised with the Chair of Trustees. The Chair of Trustees will investigate and seek to resolve any difficulties or disputes constructively. Where the concern relates to the Chair, then it will be reviewed by a Member.

Where a breach of this Code is significant and removal of a Trustee is proposed as an appropriate action, then Members will be asked to consider the proposed removal.

Version:

Approved by Board of Trustees 16 July 2026