



Endeavour Learning Trust

Code of Conduct

All members, Trustees and Local Academy Councillors agree to faithfully abide by the following code of conduct. The code builds on best guidance by NGA, the Nolan Principles and the Trust's values. This code was adopted at its meeting in Autumn 2022.

Trust Values

Truly Collaborative - We are a proud family of schools bonded by our Trust vision, priorities and values. We work as one team in school, across our Trust and with our wider partners for the benefit of everyone in our Trust, our families and the communities we serve.

People centred - We foster authentic, positive relationships which are based on the foundations of respect, listening, kindness, support and constructive challenge. We are approachable, open and honest.

Inclusive - Equity of opportunity is central to our practice and we will invest time, training and resources so that everyone is included and has the best chance to be their very best.

Unique - We are firmly committed to recognising, celebrating and investing in the individuality of all our children and young people, each staff member across the Trust and the distinct ethos and identity of each of our schools.

Aspirational - We believe in the promise of each individual across the Trust and will ensure we inspire, support and challenge in proportionate measure, so that we all thrive and are able to achieve our own individual best potential.

Seven Nolan Principles of Public Life

Selflessness - We will act solely in terms of the public interest.

Integrity - We will avoid placing ourselves under any obligation to people or organisations that might try inappropriately to influence us in our work. We will not act or take decisions in order to gain financial or other material benefits for ourselves, our family, or our friends. We will declare and resolve any interests and relationships.

Objectivity - We will act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Accountability - We are accountable to the public for our decisions and actions and will submit ourselves to the scrutiny necessary to ensure this.

Openness - We will act and take decisions in an open and transparent manner. Information will not be withheld from the public unless there are clear and lawful reasons for so doing.

Honesty - We will be truthful.

Leadership - We will exhibit these principles in our own behaviour. We will actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

Code of Conduct

	Overarching Governance Functions
1	Ensuring there is clarity of vision, ethos and strategic direction.
2	Holding executive leaders to account for the educational performance of the organisation and its pupils and the performance management of staff.
3	Overseeing the financial performance of the organisation and making sure its money is well spent (primarily at Trust level).
4	Ensuring the voices of stakeholders are heard.
	Roles & responsibilities
5	Fulfil our role and responsibilities as set out in our scheme of delegation with those working at local level acting as local ambassadors (councillors) for our Trust.
6	Accept that our role is strategic and so will focus on our core functions rather than involve ourselves in day-to-day management.
7	Develop, share and live the ethos and values of our school/s.
8	Agree to adhere to school/trust policies and procedures as set out by the relevant governing documents and law.
9	Work collectively for the benefit of the school/s.
10	Be candid but constructive and respectful when holding senior leaders to account.
11	Consider how our decisions may affect the school/s and local community.
12	Stand by the decisions that we make as a collective.
13	Speak up and bring to the attention of the relevant authorities where decisions and actions conflict with the Seven Principles of Public Life or may place pupils at risk.
14	Only speak or act on behalf of the board if we have the authority to do so.
15	Fulfil our responsibilities as a good employer, acting fairly and without prejudice.
16	When making or responding to complaints we will follow the established procedures.
17	Strive to uphold the school's / trust's reputation in our private communications (including on social media).
18	Have regard to our responsibilities under The Equality Act and will work to advance equality of opportunity for all.
	Commitment
19	Involve ourselves actively in the work of the board, and accept our fair share of responsibilities, serving on committees or working groups where required.
20	Make every effort to attend all meetings and where we cannot attend explain in advance why we are unable to.
21	Arrive at meetings prepared, having read all papers in advance, ready to make a positive contribution and observe protocol.
22	Get to know the school/s well and respond to opportunities to involve ourselves in school activities.
23	Visit the school/s and when doing so will make arrangements with relevant staff in advance and observe school and board protocol.
24	When visiting the school in a personal capacity (for example, as a parent or carer), we will continue to honour the commitments made in this code.
25	Participate in induction training and take responsibility for developing our individual and collective skills and knowledge on an ongoing basis.

	Build and maintain relationships
26	Develop effective working relationships with school leaders, staff, parents and other relevant stakeholders from our local community/communities. For those governing at local level will champion the voices of our local school community and stakeholders, and establish effective working relationships with trustees.
27	Express views openly, courteously and respectfully in all our communications with board members and staff both inside and outside of meetings.
28	Create an inclusive environment where each board member's contributions are valued equally.
29	Support the chair in their role of leading the board and ensuring appropriate conduct.
	Respect confidentiality
30	Observe complete confidentiality both inside and outside of school when matters are deemed confidential or where they concern individual staff, pupils or families.
31	Not reveal the details of any governing board vote.
32	Ensure all confidential papers are held and disposed of appropriately.
33	Maintain confidentiality even after we leave office.
	Declare conflicts of interest and be transparent
34	Declare any business, personal or other interest that we have in connection with the board's business, and these will be recorded in the register of business interests.
35	Declare any conflict of loyalty at the start of any meeting should the need arise.
36	Offer to leave the meeting for the duration of the discussion and any subsequent vote, if a conflicted matter arises in a meeting.
37	Accept that the Register of Business Interests will be published on the school/trust's website.
38	Act in the best interests of the school/trust as a whole and not as a representative of any group.
39	Accept that in the interests of open governance, our full names, date of appointment, terms of office, roles on the governing board, attendance records, relevant business and pecuniary interests, category of governor/trustee and the body responsible for appointing us will be published on the school/trust website.
40	Accept that information relating to board members will be collected and recorded on the DfE's national database (Get information about schools), some of which will be publicly available.
41	Understand that potential or perceived breaches of this code will be taken seriously and that a breach could lead to formal sanctions.

It is agreed that this code of conduct will be reviewed annually, upon significant changes to the law and policy or as needed and it will be endorsed by the full Trust Board.