



## NGA code of conduct

### Governors will abide by the Principles of Public Life:

#### Selflessness

Act solely in terms of the public interest.

#### Integrity

Avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. Governors will not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They will declare and resolve any interests and relationships.

#### Objectivity

Act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

#### Accountability

Be accountable to the public for their decisions and actions and submit themselves to the scrutiny necessary to ensure this.

#### Openness

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

Be truthful.

#### Leadership

Exhibit these principles in their own behaviour. Governors will actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

### Governors will apply the highest standards and will:

1. act within their powers
2. promote the success of the Trust
3. exercise independent judgement
4. exercise reasonable care, skill and diligence
5. avoid conflicts of interest
6. not accept benefits from third parties
7. declare interest in proposed transactions or arrangements

### **Governors will focus on core 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  
*NGA recognises the following as the fourth core function of governance:*
4. ensuring the voices of stakeholders are heard

### **As individuals, Governors agree to:**

#### **Fulfil their role & responsibilities**

1. accept that their role is strategic and so focus on their core functions rather than involve themselves in day-to-day management
2. fulfil their role and responsibilities as set out in the [scheme of delegation](#)
3. develop, share and live the ethos and values of the Trust
4. adhere to Trust policies and procedures
5. work collectively for the benefit of the Trust
6. be candid but constructive and respectful when holding senior leaders to account
7. consider how their decisions may affect the Trust and local community
8. stand by the decisions that the Governing Body make as a collective
9. where decisions and actions conflict with the Seven Principles of Public Life or may place pupils at risk, speak up and bring this to the attention of the relevant authorities
10. only speak or act on behalf of the Trust Board if they have the authority to do so
11. when making or responding to complaints, follow the established procedures
12. strive to uphold the Trust's reputation in private communications (including on social media)
13. have regard to Governor responsibilities under [The Equality Act](#) and work to advance equality of opportunity for all

#### **Demonstrate commitment to the role**

1. involve themselves actively in the work of the board and accept their fair share of responsibilities, serving on committees or working groups where required
2. make every effort to attend all meetings and where they cannot attend explain in advance why they are unable to
3. arrive at meetings prepared, having read all papers in advance, ready to make a positive contribution and observe protocol
4. get to know the school well and welcome opportunities to be involved in school activities
5. visit the school and when doing so make arrangements with relevant staff in advance and observe school and board protocol
6. when visiting the school in a personal capacity (for example, as a parent or carer), to continue to honour the commitments made in this code
14. participate in induction training and take responsibility for developing individual and collective skills and knowledge on an ongoing basis

#### **Build and maintain relationships**

1. develop effective working relationships with leaders, staff, parents and other relevant stakeholders from our local communities

2. champion the voices of our school community and stakeholders
3. establish effective working relationships with Trustees
4. express views openly, courteously and respectfully in all communications with board members and staff both inside and outside of meetings
5. work to create an inclusive environment where each board member's contributions are valued equally
6. support the chair in their role of leading the board and ensuring appropriate conduct

#### Respect confidentiality

1. observe complete confidentiality both inside and outside of the Trust when matters are deemed confidential or where they concern individual staff, pupils or families
2. not reveal the details of any governing board vote
3. ensure all confidential papers are held and disposed of appropriately
4. maintain confidentiality even after they leave office

#### Declare conflicts of interest and be transparent

1. declare any business, personal or other interest that they have in connection with the board's business, and these will be recorded in the [register of business interests](#)
2. also declare any conflict of loyalty at the start of any meeting should the need arise
3. if a conflicted matter arises in a meeting, to offer to leave the meeting for the duration of the discussion and any subsequent vote.
4. accept that the Register of Business Interests will be published on the Academy's website
5. act as a trustee/academy committee member; not as a representative of any group
6. accept that in the interests of open governance, full names, date of appointment, terms of office, roles on the trust board, attendance records, relevant business and pecuniary interests, category of governor/trustee and the body responsible for appointing us will be published on the Academy website.
7. 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.

Potential or perceived breaches of this code will be taken seriously and that a breach could lead to formal sanctions.