



CLIFTON ALL SAINTS ACADEMY TRUSTEES' CODE OF CONDUCT

Approved by: Full Trustee Board

Date: 10/09/2024

Last reviewed on: Autumn 2024

Next review due by: Autumn 2025

CONTENTS

	PAGE NUMBER
DEFINITIONS	3
1. AIMS, SCOPE AND PRINCIPLES	3
2. THE 7 NOLAN PRINCIPLES OF PUBLIC LIFE	3
3. TRUSTEE RESPONSIBILITIES	3-4
4. WORKING WITH OTHERS	4
5. COMMITMENT TO GOVERNANCE	5
6. OPENESS AND TRANSPARENCY	5
7. CONFIDENTIALITY	6
8. DATA PROTECTION	6
9. SOCIAL MEDIA	6
10. MONITORING ARRANGEMENTS	7
11. LINKS WITH OTHER POLICIES	7
 APPENDIX	
BREACHES OF CODE OF CONDUCT	8

DEFINITIONS

The following terms shall have the following meanings for the purposes of this document:

the School	means Clifton All Saints Academy
We/Us	means any Trustee of the Board of Clifton All Saints Academy
the Board	means the Trustee Board of Clifton All Saints Academy
PTA	means Parent Teacher Association

1. AIMS, SCOPE AND PRINCIPLES

This policy aims to set and maintain standards of conduct that the School expect all Trustees to follow. By creating this policy, the School aim to ensure that Trustees carry out their role with honesty and integrity and help the School to ensure it is an environment where everyone is safe, happy and treated with respect.

The code is based on the Governance Handbook. It should be read alongside the School's constitutional documents (e.g. the School's articles of association, standing orders and any scheme of delegation).

Failure to follow the code of conduct may result in disciplinary action being taken, as set out in the appendix.

Please note that this code of conduct is not exhaustive. If situations arise that are not covered by this code, Trustees will use their judgement and act in the best interests of the School and its pupils.

2. THE 7 NOLAN PRINCIPLES OF PUBLIC LIFE

As Trustees, we will follow these [principles](#) set out by the government at all times. They apply to anyone who holds a public office:

- **Selflessness** – We will act in the public interest.
- **Integrity** – We will not act or take decisions to gain financial or other material benefits for ourselves, our family, or our friends. We will declare any conflict of interests.
- **Objectivity** – We will act and take decisions impartially, fairly, and on merit. We will use the best evidence and avoid discrimination or bias.
- **Accountability** – We understand that We are accountable to the public for our decisions and actions. To make sure of this, we will be scrutinised where necessary.
- **Openness** – We will act and take decisions openly and transparently. We will not withhold information from the public unless there are clear and lawful reasons for doing so.
- **Honesty** – We will be truthful.
- **Leadership** – We will actively promote and support the above principles and will challenge poor behaviour wherever it happens.

3. TRUSTEES' RESPONSIBILITIES

The 3 functions of the Trustee Board are to:

- Ensure clarity of vision, ethos and strategic direction of the School.
- Hold executive leaders to account for the educational and financial performance of the School, and the performance management of staff.
- Oversee the financial performance of the School and make sure money is well spent.

In order to do this effectively, as individuals We will:

- Understand and respect the distinction between the role and responsibilities of the Board and those of the School leaders.
- Set and maintain an ethos of high expectations for everyone in the School community, including in the conduct and the professionalism of the Board itself.
- Preserve and develop the character and religious character of the School.
- Not undermine fundamental British Values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.
- Operate and make decisions in the best interests of pupils, informed by the views and needs of our key stakeholders (pupils, parents, staff, the local community and the local authority).
- Follow the School's policies and procedures, and the procedures of the Board as set out in relevant legislation, statutory guidance, and the School's constitutional documents.
- Take responsibility for our self-evaluation, regularly reviewing our Board's performance, constitution and skillset.
- Take part in any training or development required to fill any gaps in the skills We need for effective governance.
- Understand that where responsibility has been delegated, the Board as a whole remains accountable and that important decisions relating to core functions will be made by the full Board.
- Comply with relevant guidance and legislation and the School's funding agreement that sets out how We must manage the School's money and procure goods and services.
- Act with integrity and transparency when making financial decisions and understand that our financial management and decision-making will be scrutinised and audited.
- Declare all gifts worth more than £50 and record them on the gifts and hospitality register. We will not accept bribes.
- We will work to actively identify and manage risks to the School

4. WORKING WITH OTHERS

We will:

- Support and strengthen the School leadership by providing constructive challenge to leaders and holding them to account.
- Respect the role of School leaders and avoid [routine involvement in operational matters](#).
- Respect each other's views.
- Work together as a Board to develop effective relationships with stakeholders.

- [Engage meaningfully with the communities We serve](#) and understand that We are answerable to these stakeholders.
- Follow the [Equality Act 2010](#), and apply the principles of fairness and equality in everything We do.

5. COMMITMENT TO GOVERNANCE

We:

- Will attend all meetings where possible. Where we cannot attend, We will explain our valid reason and give suitable notice.
- Understand and accept the time and workload commitments of the role.
- Understand that work should be shared among members and that all Trustees are expected to take an active role.
- Will [prepare ahead of meetings](#) to ensure We make informed contributions.
- Will participate in regular [pre-arranged School visits](#) in accordance with School policy.
- Will attend any training or development activity needed to ensure the Board has a wide range of skills and expertise.

6. OPENNESS AND TRANSPARENCY

Conflicts of interest

To make sure the Board takes impartial decisions without bias, We will:

- Publish an up-to-date register of business and pecuniary interests of all Trustees/Trustees including associate members.
- Declare any potential conflicts of interest at the beginning of each meeting and withdraw from the meeting for the relevant item of business and not vote on the matter.

Publishing information

We accept that the following information will be published on the School's website to ensure transparency:

- The structure and remit of the members, Board of Trustees, committees and local governing bodies (where applicable), and the full name of the chair of each one (where applicable).
- For each member, Trustee and local Trustee (where applicable) who has served at any point over the past 12 months:
 - Their full name
 - Their date of appointment
 - Their term of office (Trustees and local Trustees only)
 - The date they stepped down (where applicable)
 - The body that appointed them (Trustees and local Trustees only)
 - Their relevant business and pecuniary interests
 - Their attendance record over the last academic year (only for Trustees at Board and committee meetings and local Trustees at local Trustee Board meetings)

- We accept that the information about members, Trustees and local Trustees will be published on [Get information about Schools](#).
- We accept that the information about Trustees will be published on [Companies House](#).
- We accept that the approved Board and committee minutes and any agenda and papers considered at a meeting will be [made available to any interested person](#).

7. CONFIDENTIALITY

In the course of our role, We are sometimes privy to sensitive information. We will [observe confidentiality](#) when discussing this information, and will not publicly disclose:

- Information about sensitive matters.
- Information about named individuals (such as staff, pupils and their parents).
- Details of individual Trustees' contributions in meetings or how they may have voted.

Confidential information will never be:

- Disclosed to anyone without the relevant authority.
- Used to humiliate, embarrass or blackmail others.
- Used for a purpose other than what it was collected and intended for.

Our commitment to confidentiality does not overrule our duty to report child protection concerns to the appropriate channel where we believe a child is at risk of harm.

We will continue to observe confidentiality after We have left office.

Breaches of confidentiality

In the event of a breach of confidentiality, We will inform the Chair of Trustees as soon as possible who will investigate the matter further.

Trustees understand that if they breach confidentiality, they may be suspended.

8. DATA PROTECTION

We will follow the School's information security processes and measures and Data Protection Policy when [using, storing, sharing and disposing of personal data](#).

The commitment to data protection does not overrule the duty to report child protection concerns to the appropriate channel where We believe a child is at risk of harm.

Personal data breaches

We will inform the School's data protection officer immediately if We believe that there has been a [personal data breach](#).

9. SOCIAL MEDIA

We will:

- Abide by any requirement set in the School's Social Media Policy.
- Uphold the reputation of the School at all times.

- Maintain a professional presence online and carefully consider how We interact with the School community.
- Review privacy settings regularly to make sure we are happy with the information about Us that is publicly available.
- Report any incidents of harassment We experience or see towards Trustees to the Chair of Trustees and the Headteacher.
- Allow Trustees who are also parents/guardians of children at the School to join private parenting messaging groups strictly in their capacity as a parent, mindful of their use for helpful information exchanging between parents. No Trustee business or School related issues should be discussed in any private parent groups by any Trustee.

We will **not**:

- Disclose any information which is confidential or would breach data protection principles.
- Make comments online about any members of the Trustee Board or the School community.
- Post [any inappropriate/offensive language, images or comments on social media](#) that may bring Us or the School into disrepute.

10. MONITORING ARRANGEMENTS

This code of conduct will be reviewed and agreed annually, upon significant changes to the law, or as needed. It will be ratified by the full Trustee Board.

11. LINKS WITH OTHER POLICIES

This policy links with the School's policies on:

- Safeguarding
- E-safety
- Data protection
- Gifts and Hospitality

BREACHES OF THE CODE OF CONDUCT

If We suspect a Trustee has breached the code of conduct, We will follow this procedure:

- The Chair of Trustees will investigate.
- The Chair of Trustees will hold a meeting with the Trustee to discuss the issue. The Trustee can bring a friend to the meeting. Another Trustee will attend to corroborate any decisions.
- If the situation doesn't improve, or there is another suspected breach, We will take action to improve the issue. This may involve:
 - Further meetings with the Chair of Trustees to reset expectations, based on this code of conduct.
 - Support, mentoring or training for the Trustee.
 - Making sure the Trustee withdraws from votes connected to any disputes they have been involved in
- If there is no improvement in the Trustees' behaviour, the Board will vote on a motion to suspend them for up to 6 months. This is a last resort and will not be used without the above steps being taken, except in exceptional circumstances.

Trustees may be suspended if they:

- Have acted in a way that is inconsistent with the professional ethos of the Board of Trustees (including failing to undertake training appropriate to the role, whether or not directed to do so by the Board) and
- Have brought or is likely to bring the School trust or the office of the trustee into disrepute.

Bringing the Board into disrepute' may include, but is not limited to:

- Speaking out publicly against the School
- Being disrespectful to members of the School community
- Behaving inappropriately in a public forum, such as a PTA meeting or on social media.
- There have been repeated grounds for suspension.
- There has been serious misconduct. We will determine what counts as serious misconduct based on the facts of the case, but it will include any actions that compromise the 7 principles of public life (reference paragraph 2 - 7 Nolan Principles), if sufficiently serious.
- They display repeated and serious incompetence.
- They have engaged in conduct aimed at undermining fundamental British Values.
- Their actions are significantly detrimental to the effective operation of the Board, or their actions interfere with the operational efficiency of the School.