

HASMONEAN MULTI ACADEMY TRUST



GOVERNORS CODE OF CONDUCT

All governors / trustees will focus on the Trust's strategic 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;
4. Ensuring the voices of stakeholders are heard.

As individuals on the board, all governors / trustees agree to:

1. Role and responsibilities

- Accept that their role is strategic and so will focus on their core functions rather than involve themselves in day to day management.
- Develop, share and live the ethos and values of the Trust.
- Agree to adhere to the Trust's policies and procedures as set out by the relevant governing documents and law.
- Work collectively for the benefit of the Trust.
- Be candid but constructive and respectful when holding senior leaders to account.
- Consider how their decisions may affect the Trust and local community.
- Stand by the decisions that are made as a collective.
- Where decisions and actions conflict with the Seven Principles of Public Life or may place pupils at risk, will speak up and bring this to the attention of the relevant authorities.
- Only speak or act on behalf of the board if they have the authority to do so.
- Fulfil their responsibilities as a good employer, acting fairly and without prejudice.
- When making or responding to complaints, follow the established procedures.
- Strive to uphold the Trust's reputation in their private communications (including on social media).

2. Demonstrate commitment to the role

- Involve themselves actively in the work of the board, and accept their fair share of responsibilities, serving on committees or working groups where required.
- Putting forth every effort to attend all meetings and where they cannot attend explain in advance why they are unable to.

- Arrive at meetings prepared, having read all papers in advance, ready to make a positive contribution and observe protocol.
- Know the Trust well and respond to opportunities to involve themselves in school activities.
- Visit the Trust and, when doing so, make arrangements with relevant staff in advance and observe school and board protocol.
- When visiting the Trust in a personal capacity (i.e. as a parent or carer), they will continue to honour the commitments made in this policy.
- Participate in induction training and take responsibility for developing their individual and collective skills and knowledge on an ongoing basis.

3. Build and maintain relationships

- Develop effective working relationships with school leaders, staff, parents and other relevant stakeholders from our local community/ communities.
- Express views openly, courteously and respectfully in all our communications with board members and staff both inside and outside of meetings.
- Support the chair in their role of leading the board and ensuring appropriate conduct.

4. Respect Confidentiality

- Observe complete confidentiality both inside and outside of the Trust when matters are deemed confidential or where they concern individual staff, pupils or families.
- Will not reveal the details of any governing board vote.
- Ensure all confidential papers are held and disposed of appropriately.
- Maintain confidentiality even after they leave office.

5. Declare conflicts of interest and be transparent

- 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.
- Declare any conflict of loyalty at the start of any meeting should the need arise.
- If a conflicted matter arises in a meeting, offer to leave the meeting for the duration of the discussion and any subsequent vote.
- Accept that the Register of Business Interests will be published on the Trust's website.
- Act in the best interests of the Trust as a whole and not as a representative of any group.
- Accept that in the interests of open governance, 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 the governors / trustees will be published on the Trust's website.
- Accept that information relating to board members will be collected and recorded on the DfE's national database of governors, 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.