

Code of Conduct

September 2025

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1. Christian Ethos and Values

We are collectively working to provide the best we can for the children, young people and communities we serve.

Our passion and ambition is to see children in all our schools achieve excellent educational outcomes alongside developing and growing into their potential as individuals made in the image of God. Our culture is one of high aspiration rooted in our Christian values as demonstrated in the life and teachings of Jesus Christ. This shapes our ethos and culture whereby all working or volunteering within our academy trust should 'walk and talk' our Christian vision and values. A desire to see all truly flourish and to be inclusive organisations, welcoming those of all faiths and none, is at the heart of our approach.

Our Trust vision is based upon Proverbs 24: 3 – 24: 4 (ESV); By wisdom a house is built; and by understanding it is established: By knowledge the rooms are filled with all precious and pleasant riches. We try to live all Christian values but have selected kindness, courage, community and wisdom as the key ones for our Trust. These are our guiding stars on our journey.

That means we put people at the centre of the organisation and want to see them flourish and grow. Our schools are inclusive, welcoming those of all faiths and none.

2. Aims, scope and principles

This policy aims to set and maintain standards of conduct that we expect all local governors to follow.

Local governors have a duty to uphold the Objects of the Company (Diocese of Norwich Education and Academies Trust) stated in the Articles of Association, principally:

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To advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing Academies which shall offer a broad and balanced curriculum and which:

(i) shall include Church of England Academies ("Church Academies" and each a "Church Academy") designated as such which shall be conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arranging for religious education and daily acts of worship, and

(ii) may include other Academies whether with or without a designated religious character;

but in relation to each of the Academies to recognise and support their individual ethos, whether or not designated Church of England.

Where an Academy is designated as or recognised as a Church Academy, in relation to the ethos and religious education provided at the academy the Directors shall have regard to any advice and follow any directives issued by the Diocesan Corporate Member (the Diocesan Board of Education).

By creating this code of conduct, we aim to ensure that local governors carry out their role with honesty and integrity, and help us to ensure our Trust and the academies within it is an environment where everyone is safe, happy and treated with respect.

The code is based on the [academy trust governance guide](#) and the [Academy Trust Handbook](#). It should be read alongside our constitutional documents, the Articles of Association and scheme of delegation. All governors and trustees will be required to review and commit to the Code of Conduct on an annual basis in the autumn term (or on appointment for new appointees). Failure to follow the code of conduct may result in disciplinary action being taken, as set out in the appendix.

Please note, 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 trust and its pupils.

3. The 7 Nolan principles of public life

As local governors, 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

4. Local governor's responsibilities

The roles and responsibilities of the local governors are set out in our Scheme of Delegation.

To carry out these roles and responsibilities effectively, as individuals we will:

- Understand and respect the distinction between the role and responsibilities of the board and those of the executive leadership
- Know where and how to signpost Headteachers and other staff members to receive appropriate support where required. E.g. AGEP, Spectrum Life Employee Assistance Programme.
- Set and maintain an ethos of high expectations for everyone in the community of every school, including in the conduct and the professionalism of the board itself
- Promote equity and diversity throughout our organisation, including the board's operation
- Preserve and develop the religious character of the Trust and its Christian values.
- 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, local communities and the local authority/authorities)
- Follow the trust's policies and procedures, and the procedures of the board as set out in relevant legislation, statutory guidance, and the trust's constitutional documents
- Take responsibility for our self-evaluation, regularly reviewing our LGC's performance, constitution and skillset
- Take part in at least 2 training sessions per year including Safeguarding for Governors.
- Comply with relevant guidance and legislation.
- Take care not to accept any gift that might be construed by others as a bribe or lead the giver to expect preferential treatment It is against the law for public servants to take bribes. There are occasions when pupils or parents wish to pass small tokens of appreciation to staff e.g. at Christmas or as a thank-you and this is acceptable. However, it is unacceptable to receive gifts on a frequent basis or of any significant value.
- We will work to support school and Trust leaders to actively identify and manage risks to the Trust.

5. Working with others

We will:

- Support and strengthen school leadership by providing constructive challenge to leaders, and holding them to account
- Respect the role of the executive and school leadership teams, and avoid routine involvement in operational matters
- Respect each other's views
- Work together as a committee to develop effective relationships with stakeholders

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- 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 equity in everything we do

6. 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 local governors 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 our trust policies
- Will attend regular training or development activity needed to ensure personal development.

7. Openness and transparency

Conflicts of interest

To make sure our LGC takes impartial decisions without bias, we will:

- Publish an up-to-date register of business and pecuniary interests of all local governors.
- 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

To ensure our LGC is transparent and open to the communities we serve, we will make certain information publicly available.

- We accept that the following information will be published on the [Trust's website](#) to ensure transparency:
 - The structure and remit of the members, board of trustees, committees and local governance committees, and the full name of the chair of each one.
- We accept that the following information will be published on the academy website to ensure transparency:
- For each **local governor** who has served at any point over the past 12 months:
 - Their full name
 - Their date of appointment
 - Their term of office
 - The date they stepped down (where applicable)
 - The body that appointed them

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- Their relevant business and pecuniary interests
 - Their attendance record over the last academic year
 - We accept that the information about members, trustees and local governors will be published on [Get information about schools](#)
 - We accept that the board may collect diversity data to publish on the school website, which could include information on any of the 9 protected characteristics in the [Equality Act 2010](#)
 - We understand that providing this information is voluntary and if we have already provided this information we are able to request it be removed from any reporting
 - We accept that the approved LGC minutes and any agenda and papers considered at a meeting will be made available to any interested person

8. 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/carers)
- Details of individual governor's 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 as soon as possible who will investigate the matter further.

Local governors understand that if they breach confidentiality, they may be suspended or removed.

9. Data protection

We will follow the trust's information security processes and measures and data protection policy when using, storing, sharing and disposing of personal data.

Our commitment to data protection does not overrule our 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 Trust's Data Protection Officer immediately if we believe there has been a personal data breach.

10. Social media

We will:

- Uphold the reputation of the Trust at all times
- Maintain a professional presence online and carefully consider how we interact with our school and communities
- 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 governors, to the chair of the LGC and the executive leadership
- Carefully consider how appropriate it would be to accept any friend requests from parents/carers or to join any parent/carer groups associated with the trust or any of our schools

We will **not**:

- Accept friend requests from pupils
- Disclose any information which is confidential or would breach data protection principles
- Make comments online about any members of the board of trustees/local governors or school communities
- Post any inappropriate/offensive language, images or comments on social media that may bring us or the trust into disrepute

11. Monitoring arrangements

This code of conduct will be reviewed and agreed annually, upon significant changes to the law, or as needed.

12. Links with other policies

This code of conduct links with our policies on:

- [Safeguarding](#)
- [Online Policy](#)
- [Code of Conduct for Adults](#)
- [Data protection and Freedom of Information](#)

Appendix 1: breaches of the code of conduct

If we suspect a local governor has breached the code of conduct, we will follow this procedure:

- A trustee will investigate
- A trustee will hold a meeting with the local governor to discuss the issue. The local governor can bring a friend to the meeting. Another local governor 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 trustee to reset expectations, based on this code of conduct
 - Support, mentoring or training for the governor
 - Making sure the governor withdraws from votes connected to any disputes they have been involved in

If there is no improvement in the governor's behaviour, the board will vote on a motion to ask the members to remove them in accordance with sections 168 and 169 of the [Companies Act 2006](#) and the trust's articles of association. This is a last resort and will not be used without the above steps being taken, except in exceptional circumstances.

Local governors may be **removed** where:

- They have acted in a way that is inconsistent with the professional ethos of the board of trustees/local governors (including failing to undertake training appropriate to the role, whether or not directed to do so by the board) and
- They have brought, or have acted in a way that is likely to bring the Academy or the Trust into disrepute, or
- They have acted to undermine fundamental British values or the Trusts commitment or ability to deliver on its Prevent duty
- 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, if sufficiently serious
- They display repeated and serious incompetence
- Their actions are significantly detrimental to the effective operation of the committee, or their actions interfere with the operational efficiency of the school

'Bringing the Academy/Trust 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
- Persistently failing to undertake the training or development they need to contribute effectively to the board's operation