



Trustee (governor) Code of Conduct

Approved by: The Governing Board

Date Approved: [TBC]

Review Date: September 2026

1. Introduction

This Code of Conduct sets out the expectations and standards of behaviour required of all Trustees (Governors) and Members of The Quinta Primary School, a single academy trust.

Once adopted, all Trustees and Members agree to abide by this Code in full.

This Code is underpinned by:

- The Seven Nolan Principles of Public Life
- The Charity Governance Code
- The Academy Trust Handbook
- The Trust's Articles of Association

2. The Seven Principles of Public Life

We will abide by the Nolan Principles and demonstrate our commitment to ethical governance.

Selflessness

We will act solely in the public interest.

Integrity

We will avoid placing ourselves under any obligation that may improperly influence us. We will declare and resolve any interests and relationships.

Objectivity

We will act impartially, fairly and on merit, using the best available evidence.

Accountability

We are accountable for our decisions and actions and will submit ourselves to appropriate scrutiny.

Openness

We will act transparently unless there are lawful reasons not to do so.

Honesty

We will be truthful.

Leadership

We will promote and support these principles through our own behaviour and challenge poor conduct where it occurs.

3. As Trustees, We Will

3.1. Act Within Our Powers

We will:

- Act within the Trust's Articles of Association
- Comply with relevant legislation and guidance
- Promote the success of the Trust
- Exercise independent judgement
- Exercise reasonable care, skill and diligence
- Avoid conflicts of interest
- Not accept benefits from third parties
- Declare interests in proposed transactions or arrangements

3.2. Focus on Our Core Purpose

We recognise our role is strategic. We will focus on:

- Strategic leadership: defining vision, ethos and culture
- Accountability and assurance: overseeing performance and compliance
- Engagement: strategic oversight of stakeholder relationships

We will not involve ourselves in day-to-day management.

3.3. Fulfil Our Responsibilities

We will:

- Fulfil our role as set out in the Trust's Scheme of Delegation
- Adhere to Trust policies and procedures
- Cooperate fully with compliance requirements, including safeguarding and DBS checks
- Act collectively and support decisions made by the Board
- Speak up where decisions conflict with the Nolan Principles or place pupils at risk
- Only speak on behalf of the Board where authorised
- Uphold the Trust's reputation in all communications, including on social media
- Have due regard to our responsibilities under the Equality Act 2010

3.4. Demonstrate Commitment to the Role

We will:

- Attend meetings regularly and punctually
- Prepare fully and read all papers in advance
- Accept our fair share of responsibilities
- Participate in required training (including safeguarding)
- Develop our knowledge and skills on an ongoing basis
- Observe protocol when visiting the school

When visiting in a personal capacity (e.g., as a parent), we will continue to honour this Code.

3.5. Build and Maintain Relationships

We will:

- Develop effective working relationships with leaders, staff and stakeholders
- Express views respectfully and courteously
- Support the Chair in leading the Board
- Work to create an inclusive environment where all contributions are valued
- Engage constructively with relevant authorities and partners

3.6. Respect Confidentiality

We will:

- Maintain confidentiality at all times where matters are deemed confidential
- Not reveal the details of any Board vote
- Ensure confidential papers are stored and disposed of appropriately
- Maintain confidentiality even after leaving office
- Comply with UK GDPR and data protection legislation
- Practise good ICT security

3.7. Declare Conflicts of Interest

We will:

- Declare business, personal or other interests relevant to Board business
- Record these in the Register of Interests



- Declare conflicts of loyalty where relevant
- Withdraw from discussions and votes where conflicted

We accept that the following information will be published on the Trust website:

- Full name
- Appointment date
- Term of office
- Role on the Board
- Attendance record
- Relevant business and pecuniary interests
- Appointing body

4. Breaches of the Code

We understand that potential or perceived breaches of this Code will be taken seriously.

A breach may lead to action in accordance with the Trust's Articles of Association and governance procedures, including, where appropriate, removal from office as a last resort.

5. Adoption

This Code of Conduct was adopted by the Governing Board of The Quinta Primary School on:

Date: _____

Signed on behalf of the Governing Board:

Chair of Trustees: _____