



# Leading Learners Trust

## Code of Conduct 2024 - 2025

The Code of Conduct is designed to ensure all members involved in governance understand what is expected of them.

This Code of Conduct is based on the NGA model which is anchored in the Seven Nolan Principles of Public Life and was updated in August 2023. The code is also aligned with the [Framework for Ethical Leadership in Education](#) which outlines principles that support ethical decision-making and challenge unethical behaviour in schools and trusts.

Once this code has been adopted by the Trust Board and each Local Governing Board, all members agree to faithfully abide by it.

### Leading Learners - Core Values

Our values lie at the core of everything we do within our Trust. They inspire our all our members' best efforts and conduct, direct their actions when it comes to helping every one of our children be the very best, they can be.

- Pride
- Community
- Aspiration
- Resilience
- Integrity

**\*Trustees:** We agree to follow the [charity governance code](#)

**\*Those governing at local level:** We recognise and support the principles set out in the [charity governance code](#)

## **We will focus on our core governance functions**

1. Promoting and embodying the principles of Leading Learners Trust Core Values.
2. Ensuring there is clarity of vision, ethos, and strategic direction.
3. Holding executive leaders to account for the educational performance of the academies within the trust.
4. Promoting engagement in the community.
5. Ensuring the voices of stakeholders are heard.
6. Supporting and promoting the wellbeing of staff and pupils.

## **In addition to the above, as Trustees we will focus on the functions of**

1. Holding executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff.
2. Overseeing the financial performance of the organisation and making sure its money is well spent.

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

### **Fulfil our role & responsibilities**

8. We accept that our role is strategic and so will focus on our core functions rather than involve ourselves in day-to-day management.
  9. We will fulfil our role and responsibilities as set out in our scheme of delegation.
  10. We will develop, share, and live the ethos and values of our trust.
  11. We agree to adhere to trust policies and procedures.
- \*We shall fully cooperate with individual requests that are necessary to ensure organisational compliance, such as disclosure and barring checks.
12. We will work collectively for the benefit of the trust.
  13. We will be candid but constructive and respectful when holding senior leaders to account.
  14. We will consider how our decisions may affect the trust and local community.
  15. We will stand by the decisions that we make as a collective.
  16. Where decisions and actions conflict with the Seven Principles of Public Life or may place pupils at risk, we will speak up and bring this to the attention of the relevant authorities.
  17. We will only speak or act on behalf of the trust board if we have the authority to do so.
- \*We will fulfil our responsibilities to school staff, ensuring a safe working environment, support for their wellbeing, and acting fairly and without bias.
18. **\*Trustees:** We will fulfil our responsibilities as a good employer, acting fairly and without prejudice.

## Respect confidentiality

36. We will observe complete confidentiality both inside and outside of the trust when matters are deemed confidential or where they concern individual staff, pupils or families.
37. We will not reveal the details of any governing board vote.
38. We will ensure all confidential papers are held and disposed of appropriately.
39. We will maintain confidentiality even after we leave office.

## Declare conflicts of interest and be transparent

40. We will declare any business, personal or other interest that we have in connection with the board's business, and these will be recorded in the register of business interests.
41. We will also declare any conflict of loyalty at the start of any meeting should the need arise.
42. If a conflicted matter arises in a meeting, we will offer to leave the meeting for the duration of the discussion and any subsequent vote.
43. We accept that the Register of Business Interests will be published on the trust's website.
44. We will act as a trustee/academy committee member or governor, not as a representative of any group.
45. We accept that in the interests of open governance, our 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 trust website.
46. We 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.

*\*New statements added or updated in August 2023.*

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

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Adopted by \_\_\_\_\_ on 20.11.2024

Signed: *A. Malt* [Chair of the board]

This code of conduct will be reviewed annually, upon significant changes to the law and policy, or as needed and is endorsed by the Leading Learners Trust Board.

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