

Code of Business Conduct

Introduction

The expected behaviours pertinent to an effective and successful multi-academy trust are predicated on the understanding that a multi-academy is not simply a collection of individual schools or academies grouped under an umbrella organisation but rather a collective working in accord for the betterment of the educational well-being of the totality of children and young people within the remit of the MAT and across a defined community.

The 7 Principles of Public Life

The expression of this [common] accord is in part governed by the Nolan Principles, in that *Members, Trustees, Partners and the Clerks to AIM and Trust Boards* are to:

1. act solely in terms of the public interest
2. avoid being placed under obligation that inappropriately influences duties
3. take decisions impartially, fairly and on merit using best evidence and without discrimination or bias
4. submit to public scrutiny necessary to assure decisions
5. act and take decisions in an open and transparent manner
6. be truthful
7. robustly maintain the principles, challenging peer group nonconformity as applicable

However, these seven principles represent the minimum acceptable threshold of expected conduct and in seeking to operate to the highest professional standard Transforming Lives Educational Trust extends these principles with specific complementary behavioural and business 'ethics' which, together with the Nolan Principles establish a Transforming Lives Educational Trust Code of Business Conduct.

Behavioural Ethics

Members, Trustees, Partners and Clerks to AIM and Trust Boards shall:

1. always act in the best interest of the Trust upholding its reputation and not bringing it into direct disrepute or disrepute by association
2. notify immediately the Chair of the Trust and/or AIM Board of any change in circumstance which may compromise the position of office held
3. engage with stakeholders and/or third parties as regulated and determined by the Trust and/or AIM Board, so acting in accordance with agreed action at all times
4. treat each other, members of staff and all other stakeholders when engaging in Trust activity with respect and courtesy at all times
5. be responsive and accountable to each other and all stakeholders in respect of decisions and agreed actions associated with the work of the Trust

Business Ethics

Members, Trustees, Partners and Clerks to AIM and Trust Boards shall:

1. respect confidentiality during term of office with the Trust and/or AIM Board and, save for information within the public domain, maintain confidentiality post termination
2. commit sufficient time preparing for and attending meetings to ensure added value to the work of the Trust
3. respond in a timely and considered manner to email communication regarding Trust operational activity/actions/decisions required to be expedited outside of scheduled Board meetings
4. acknowledge that where the Trust has nominated an individual as 'lead' trustee (in the case of AIM Boards, a 'lead' partner) for a given functional/strategic area such as Safeguarding, H&S, Wellbeing etc. that the responsibility for the given areas is vested in all trustees and partners and not solely the individual nominated.
5. attend Trust/AIM Board meetings at a frequency and level of attendance required so as to ensure proper business practice and continuity - sustained irregular attendance of 2 consecutive absences and/or 3 within a year will prompt an attendance review with the Chair.

I confirm that I have read and understood the Code of Business Conduct.

Name: _____ Date: _____

Signed: _____