



THE
NEW GUILD
TRUST

Code of Conduct
for Governance

POLICY

This policy has been adopted on behalf of all academy schools in the New Guild Trust:

Moorpark Junior School
Jackfield Infant School
Alexandra Junior School
Alexandra Infants' School

Approval and Review

Committee to Approve Policy	Trust Board
Date of Trustee Board / Academy Committee Approval	December 2025
Chair of Trustee Board / Academy Committee	Mrs L Eagle
Signature	<i>L. Eagle</i>
Accounting Officer	Mrs K Peters
Signature	<i>K. Peters</i>
Policy Review Period	12 months
Date of Policy Review	December 2026

Version Control			
Version	Date Approved	Changes	Reason for Alterations
Initial	Nov 2020	No change	
2	Nov 2021	No change	
3	Dec 2022	New Combined Governance (Trustee and LCGB) Code of Conduct Policy	Adapted from the NGA Model Code of Conduct Update 2022
4	Dec 2023	p.4 – NGA new subheading titles for focus on our core purpose	2023 updates for 2023 – new and amended statements
4	As above	p.4 – New bullet point 5. We shall fully cooperate with individual requests that are necessary to ensure organisational compliance, such as disclosure and barring or right to work checks.	As above
4	As above	p.5 – Revised bullet point 7. We will participate in induction training, prioritise training in required areas (such as safeguarding) and commit to developing our individual and collective skills and knowledge on an ongoing basis. From: We will participate in induction training and take responsibility for developing our individual and collective skills and knowledge on an ongoing basis.	As above
4	As above	p.6 – New bullet point 6. We will respect the remit of, and engage constructively with, relevant authorities, sector bodies and other trusts (trustees).	As above
5	Dec 2024	No change	
6	October 2025	p.2 Added missing link to charity governance code	
		p.4 We will practice good ICT security, keep personal data safe and support GDPR compliance.	NGA 2025 revision

This code sets out the expectations on and commitment required from school governors, trustees and individual school academy committee members in order for every level of governance to properly carry out its work within the school/s and the community.

The code of conduct is adapted from the NGA (National Governance Association) model 2022, and is anchored in the Seven Nolan Principles of Public Life. 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, all Board members agree to faithfully abide by it.

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

* **Those governing at local level (Local Community Governing Body LCGB):**
We recognise and support the principles set out in the Charity Governance Code.

We will abide by the Principles of Public Life:

Selflessness

We will act solely in terms of the public interest.

Integrity

We will avoid placing ourselves under any obligation to people or organisations that might try inappropriately to influence us in our work. We will not act or take decisions in order to gain financial or other material benefits for ourselves, our family, or our friends. We will declare and resolve any interests and relationships.

Objectivity

We will act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Accountability

We are accountable to the public for our decisions and actions and will submit ourselves to the scrutiny necessary to ensure this.

Openness

We will act and take decisions in an open and transparent manner. Information will not be withheld from the public unless there are clear and lawful reasons for so doing.

Honesty

We will be truthful.

Leadership

We will exhibit these principles in our own behaviour. We will actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

We will apply the highest standards and will:

1. act within our powers
2. promote the success of the trust
3. exercise independent judgement
4. exercise reasonable care, skill and diligence
5. avoid conflicts of interest
6. not accept benefits from third parties
7. declare interest in proposed transactions or arrangements

This Code should be read in conjunction with the relevant law for academies found in the Academies Financial Handbook (ESFA), the Articles of Association and The Trust Scheme of Delegation.

We will Focus on our Core Purpose:

1. Ensuring there is clarity of vision, ethos and strategic direction by:
 - Setting and ensuring clarity of vision, values, and objectives for the school.
 - Agreeing the school improvement strategy with priorities and targets - Meeting statutory duties.
 - Contributing to school self-evaluation.

2. Accountability and assurance: providing robust and effective oversight of operations and performance.
Overseeing the financial performance of the organisation and making sure its money is well spent by:
 - Approving the budget.
 - Monitoring spending against the budget.Holding executive leaders to account for the educational performance of the organisation and its pupils and the performance management of staff by:
 - Appointing the Chief Executive Accounting Officer (Trustees).
 - Monitoring the educational performance of the school/s and progress towards agreed targets.
 - Performance managing the CEO and individual school Headteachers (Trustees).
 - Engaging with stakeholders.
 - Ensuring money is well spent and value for money is obtained.
 - Ensuring risks to the organisation are managed.

3. Engagement: strategic oversight of relationships with stakeholders:
 - Hearing the views of pupils, parents and staff and reporting on the results.
 - Reaching out to the school's wider community and inviting them to play their part.
 - Using the views of stakeholders to shape the schools' culture and the underpinning of strategy, policy and procedures.

As Individuals We Agree to the Following:

Fulfil our Role & Responsibilities

1. We accept that our role is strategic and so will focus on our core functions rather than involve ourselves in day-to-day management.
2. We will fulfil our role and responsibilities as set out in our Scheme of Delegation.
3. We will develop, share and live the ethos and values of our schools and the Trust as a whole.
4. We agree to adhere to school/Trust policies and procedures as set out by the relevant governing documents and law.
5. We shall fully cooperate with individual requests that are necessary to ensure organisational compliance, such as disclosure and barring or right to work checks.
6. We will work collectively for the benefit of the schools and the Trust.
7. We will be candid but constructive and respectful when holding senior leaders to account.
8. We will consider how our decisions may affect the schools, Trust as a whole and local community.
9. We will stand by the decisions that we make as a collective.
10. 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.
11. We will only speak or act on behalf of the Trust or LCGB Board if we have the authority to do so.

12. We will fulfil our responsibilities as a good employer, acting fairly and without prejudice. (Trustees.)
13. When making or responding to complaints we will follow the established procedures.
14. We will strive to uphold the school's and Trust's reputation in our private communications (including on social media).
15. We will have regard to our responsibilities under [The Equality Act](#) and will work to advance equality of opportunity for all.
16. We will act as the local ambassadors for our Trust (LCGB).

Demonstrate Our Commitment to the Role

1. We will involve ourselves actively in the work of the board, and accept our fair share of responsibilities, serving on committees or working groups where required.
2. We will make every effort to attend all meetings and where we cannot attend explain in advance why we are unable to.
3. We will arrive at meetings prepared, having read all papers in advance, ready to make a positive contribution and observe protocol.
4. We will get to know the school/s well and respond to opportunities to involve ourselves in school activities.
5. We will visit the school/s and when doing so will make arrangements with relevant staff in advance and observe school and Board protocol.
6. When visiting the school in a personal capacity (for example, as a parent or carer), we will continue to honour the commitments made in this code.
7. We will participate in induction training, prioritise training in required areas (such as safeguarding) and commit to developing our individual and collective skills and knowledge on an ongoing basis.
8. We accept that in the interests of open governance, our 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 us will be published on the schools' websites.
9. In the interests of transparency, we accept that information relating to governors will be collected and logged on the DfE's national database of governors (Get Information About Schools).

Build and Maintain Relationships

1. We will develop effective working relationships with school leaders, staff, parents and other relevant stakeholders from our local community/communities.
2. We will champion the voices of our school community and stakeholders (LCGB).
3. We will establish effective working relationships with Trustees (LCGB).
4. We will engage with and be accountable to those governing at local level (Trustees).
5. We will respect the remit of, and engage constructively with, relevant authorities, sector bodies and other trusts (Trustees).
6. We will express views openly, courteously and respectfully in all our communications with Board members and staff both inside and outside of meetings.
7. We will work to create an inclusive environment where each board member's contributions are valued equally.
8. We will support the Chair in their role of leading the Board and ensuring appropriate conduct.

Respect Confidentiality

1. We will observe complete confidentiality both inside and outside of school when matters are deemed confidential or where they concern individual staff, pupils or families.
2. We will not reveal the details of any governing board vote.
3. We will ensure all confidential papers are held and disposed of appropriately.
4. We will maintain confidentiality even after we leave office.
5. We will practice good ICT security, keep personal data safe and support GDPR compliance.

Declare Conflicts of Interest and be Transparent

1. 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.
2. We will also declare any conflict of loyalty at the start of any meeting should the need arise.
3. 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.
4. We accept that the Register of Business Interests will be published on the schools'/Trust's website.
5. We will act as a Trustee or Local Community Governor; not as a representative of any group.
6. We accept that in the interests of open governance, our full names, date of appointment, terms of office, roles on the governing board, attendance records, relevant business and pecuniary interests, category of governor/trustee and the body responsible for appointing us will be published on the school/Trust website.
7. 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.

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