Beacon Academy Trust
A COMPELLING VISION FOR SUCCESS

Code of Conduct

for Local Governing Body Members

Beacon Multi-Academy Trust

Document control

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Applies to	All members of the Beacon Multi-Academy Trust local governing body
Approved by	BMAT Board of Trustees
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1. Introduction

1.1 This code sets out the expectations on, and the commitment required from, members of the Beacon Multi-Academy Trust (BMAT) local governing body (LGB), so that the LGB can properly carry out its work within our schools and the community.

1.2 The code is anchored in the Seven Principles of Public Life (the Nolan Principles) and aligns with the Framework for Ethical Leadership in Education. It has been approved by the BMAT Board of Trustees.

1.3 This code should be read in conjunction with the relevant law, the Trust's articles of association and the agreed scheme of delegation. Local governors recognise and support the principles set out in the Charity Governance Code.

1.4 New LGB members agree to this code on appointment as part of their induction. The chair may also use it to support annual one-to-one conversations with governors. Once adopted, all LGB members agree to abide by it faithfully.

2. The function of the local governing body

2.1 The LGB has delegated power from the BMAT Board to monitor, evaluate and challenge the performance of the academies in the Trust at an **operational level**, as set out in the scheme of delegation. The LGB has no powers beyond those the Board has delegated to it.

2.2 In carrying out this function, we will apply the highest standards and will:

a) act within our delegated powers
b) promote the success of the Trust and its academies
c) exercise independent judgement
d) exercise reasonable care, skill and diligence
e) avoid conflicts of interest
f) not accept benefits from third parties
g) declare any interest in proposed transactions or arrangements

2.3 We will abide by the Seven Principles of Public Life (see Annex A) and demonstrate our commitment to ethical governance.

As individuals on the local governing body, we agree to the commitments set out in sections 3 to 8.

3. Role and responsibilities

3.1 We understand the purpose of the LGB and its role.

3.2 We will fulfil our role and responsibilities as set out in the scheme of delegation.

3.3 We understand how the role of the LGB differs from and works with others, including the headteacher and, where appropriate, executive leaders and the Trust Board.

3.4 We will accept and respect the difference in roles between the Board, the LGB and staff, ensuring that we work collectively for the benefit of the Trust.

3.5 We will respect the role of school leaders and their responsibility for the day-to-day management of the academies, and avoid any actions that might undermine those arrangements.

3.6 We accept that we have no legal authority to act individually, except when the Trust Board has given us delegated authority to do so. We will only speak or act on behalf of the LGB or the Trust when we have been specifically authorised to do so.

3.7 We will develop, share and live the ethos and values of the Trust, and be mindful of our responsibility to maintain and develop the ethos and reputation of our schools.

3.8 We will act as local ambassadors for the Trust.

3.9 We agree to adhere to the Trust's and schools' rules, policies and procedures, and the procedures of the governing board as set out in the relevant governing documents and law.

3.10 We will fully cooperate with requests needed to ensure organisational compliance, including disclosure and barring (DBS) and right to work checks.

3.11 We will actively support and challenge school leaders, and be candid but constructive and respectful when holding them to account.

3.12 We will consider how our decisions may affect the Trust, its schools and the local community.

3.13 We will stand by the decisions that we make as a collective.

3.14 We have a duty to act fairly and without prejudice and, in so far as we have responsibility for staff, we will fulfil all that is expected of a good employer.

3.15 We will have regard to our responsibilities under the Equality Act 2010 and will work to advance equality of opportunity for all.

3.16 We will encourage open governance and will act appropriately.

3.17 In making or responding to criticism or complaints, we will follow the procedures established by the Trust.

3.18 When formally speaking or writing in our governing role, we will ensure our comments reflect current Trust policy, even if they differ from our personal views.

3.19 When communicating in a private capacity (including on social media), we will be mindful of and uphold the reputation of the Trust and its schools.

3.20 We will not do anything, either in undertaking our governance role or outside of it, which brings the school or Trust into disrepute.

3.21 We will avoid, as far as possible, becoming involved in any communication which may lead to a conflict of interest with the role of the LGB.

4. Commitment

4.1 We acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.

4.2 We will each involve ourselves actively in the work of the LGB and accept our fair share of responsibilities, including service on panels, committees or working groups where required.

4.3 We will make every effort to attend all meetings and, where we cannot attend, explain in advance why we are unable to.

4.4 We will arrive at meetings prepared, having read all papers in advance, ready to make a positive contribution and observe protocol.

4.5 We will get to know our schools well and welcome opportunities to be involved in their activities.

4.6 We will visit our schools, with all visits arranged in advance with the headteacher or relevant senior leader and undertaken within the framework established by the Trust Board, observing school and board protocol.

4.7 When visiting a school in a personal capacity (for example, as a parent or carer), we will continue to honour the commitments made in this code.

4.8 We will participate in induction training, prioritise training in required areas (including safeguarding, Prevent and Ofsted) and commit to developing our individual and collective skills and knowledge on an ongoing basis.

4.9 We will keep abreast of changes in education policy.

5. Relationships

5.1 We will strive to work as a team in which constructive working relationships are actively promoted.

5.2 We will work to create an inclusive environment where each LGB member's contributions are valued equally.

5.3 We will express views openly, courteously and respectfully in all our communications with other governors, trustees, the clerk and school staff, both inside and outside of meetings.

5.4 We will support the chair in their role of leading the LGB and ensuring appropriate conduct, both at meetings and at all times.

5.5 We will develop effective working relationships with executive leaders, staff, parents, the Trust Board, other relevant agencies and stakeholders from our local communities.

5.6 We will establish effective working relationships with trustees.

5.7 We will champion the voices of our school communities and stakeholders.

5.8 We are prepared to answer queries from Board members in relation to delegated functions and take into account any concerns expressed, and we will acknowledge the time, effort and skills committed to the delegated function by those involved.

5.9 Where decisions or 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.

6. Confidentiality and data protection

6.1 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.

6.2 We will exercise the greatest prudence at all times when discussions about school or Trust business arise outside a governing body meeting.

6.3 We will not reveal the details of any governing body vote.

6.4 We will ensure all confidential papers are held and disposed of appropriately.

6.5 We will practise good ICT security, use our Trust email accounts for governance business, keep personal data safe and support compliance with UK GDPR and the Data Protection Act 2018.

7. Conflicts of interest and transparency

7.1 We will declare any pecuniary, business, personal or other interest (including those of people we are connected with) that we have in connection with the LGB's business, and these will be recorded in the Register of Business and Pecuniary Interests. We will review and confirm our declaration at least annually and update it promptly when our circumstances change.

7.2 We will also declare any conflict of loyalty at the start of any meeting should the need arise.

7.3 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.

7.4 We accept that the Register of Business and Pecuniary Interests will be published on the Trust's website.

7.5 We will act in the best interests of the Trust and its schools as a whole, and not as a representative of any group, even if elected to the LGB.

7.6 We accept that, in the interests of open governance, our full names, date of appointment, terms of office, roles on the LGB, attendance records, relevant business and pecuniary interests, category of governor and the body responsible for appointing us will be published on the Trust's website.

7.7 We accept that information relating to LGB members will be collected and recorded on the DfE's national database (Get Information About Schools), some of which will be publicly available.

8. Ceasing to be a governor

8.1 We understand that the requirements relating to confidentiality will continue to apply after we leave office.

8.2 We will return or securely dispose of any confidential papers, and hand back any Trust equipment or account access, when we leave office.

9. Breach of this code of conduct

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

9.2 If we believe this code has been breached, we will raise the issue with the chair of the LGB, and the chair will investigate.

9.3 Should it be the chair that we believe has breached this code, a trustee will be appointed to investigate.

9.4 The BMAT Board will seek to resolve any difficulties or disputes in constructive ways first. A breach could lead to formal sanctions, including suspension or removal from the LGB, but only as a last resort.

Governor declaration

I have read and agree to abide by the BMAT Code of Conduct for Local Governing Body Members.

Name	
Signed	
Date	

Annex A: The Seven Principles of Public Life

The principles were first published by the Committee on Standards in Public Life, established in October 1994 under the chairmanship of Lord Nolan to consider standards of conduct in public life. As LGB members we commit to them as follows.

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.