

# Governance Code of Conduct 2025-26



Leodis  
Academies  
Trust

## **Introduction:**

The following is not a definitive statement of responsibilities but is concerned with the common understanding of broad principles by which the Members, Trust Board, Local Committees (LCs) and individual Members, Trustees and Governors will operate.

The Trust Board are the legal entity, and Trustees are Directors of Leodis Academies Trust. The LC operates within the structures of Leodis Academies Trust.

All levels of Governance operate within the published Scheme of Delegation and the agreed Terms of Reference for each Committee or Board.

We adopt and follow Trust-wide Policies and have responsibility for ensuring implementation.

All levels of Governance accept the following principles and procedures:

## **General:**

1. We are aware of and accept 'The Seven Principles of Public Life' as set out by Lord Nolan.
2. We have responsibility for monitoring and keeping under review the broad policies, plans and procedures within which the Trust/ Academy operates.
3. We recognise that the CEO Principal is responsible for the implementation of policy and internal organisation and management of the Trust.
4. We recognise that the Principal at each Academy is responsible for the implementation of policy and internal organisation and management of the Academy, and the implementation and operation of the curriculum.
5. We will actively support and challenge the CEO Principal/ Academy Principal.
6. We accept that all Trustees/ Governors have equal status, and although appointed by different groups (i.e. parents, staff), every Trustee/ Governor's role is to govern the Trust/ Academy; in the best interest of students, not to represent the interests of the constituency form which they were elected or appointed.
7. We have no legal authority to act individually, except when the Trust Board and/or LC has given us delegated authority to do so.
8. We have a duty to act fairly and without prejudice, and in so far as we have responsibility for staff, we will fulfil all the legal expectations as, or on behalf of, the Trust.
9. We will encourage open governance and will act appropriately.
10. We will consider carefully, how our decisions may affect other Academies/ Schools within the Trust and beyond.

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11. We will apply for an enhanced criminal records certificate (DBS), within 21 days of appointment or election, for any Trustee or Governor.
12. We accept that in the interests of open governance, the following information will be published about us on the Trust/Academy's website:
  - Full name.
  - Date of our appointment.
  - Term of office.
  - Date stepped down (where applicable).
  - Appointing body.
  - Relevant business and pecuniary interests including governance roles in other educational institutions; and
  - Attendance record at Trust Board/ LC meetings over the last academic year.
13. In the interests of transparency, we accept that information relating to Trustees/Governors will be collected and logged on the DfE's national database of governors (Get information about schools - GIAS).

## **Commitment:**

14. We acknowledge that accepting office as a Trustee/ Governor involves the commitment of both time and energy.
15. We will each involve ourselves actively in the work of the Trust Board/ LC, attend meetings regularly, and accept our fair share of responsibilities, including membership of committees or working groups.
16. We will get to know the Trust/ Academy well and respond to opportunities to involve ourselves in Trust/ Academy activities.
17. Every member of the Governance structure will actively contribute relevant skills and experience.
18. We uphold an ethos of professionalism and have high expectations of the Trustees'/ Governors' role, including an expectation that they undertake whatever training or development activity is needed to fill any gaps in the skills they have to contribute to effective governance. If a Trustee/ Governor fails persistently to do this, they will be in breach of the code of conduct and may bring the Trust/ LC or the Academy into disrepute – and as such provide grounds for the Trust Board to consider suspension/removal.

## **Relationships:**

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

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20. We will seek to develop effective working relationships with the Trust Board, the CEO Principal and Trust Central Team, the Academy Principal, staff, parents, the Local Authority, and other relevant agencies and the community.

## **Confidentiality:**

21. We will observe confidentiality regarding proceedings of the Trustees/ LC in meetings and from our visits to the Trust/ Academy as Trustees/ Governors.

22. We will observe complete confidentiality when required or asked to do so, especially regarding matters concerning individual staff or students.

23. We will exercise the greatest prudence if a discussion of a potentially contentious issue affecting the Trust/ Academy arises outside the Governance meeting.

24. We will observe confidentiality in reference to Trust/ LC proceedings and minutes of these and all meetings.

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

26. We understand that the requirements relating to confidentiality will continue to apply after a Trustee/ Governor leaves office.

## **Conduct:**

27. We will encourage the open expression of views at meetings but accept collective responsibility for all decisions made by the Trust Board/LC or its delegated agents.

28. We will only speak or act on behalf of the Trust Board/LC when we have been specifically authorised to do so and ensure when formally speaking or writing in our governing role, we will ensure our comments reflect current organisational policy even if they might be different to our personal views.

29. When communicating in our private capacity (including on social media) we will be mindful of and strive to uphold the reputation of the organisation. We will support the Leodis Academies Trust approach to online safety and not deliberately post comments or upload any images, sounds or text that could upset or offend any member of the Trust/school community or bring the Trust/ school into disrepute.

30. In making or responding to criticism or complaints affecting the Trust/Academy we will follow the procedures established by the Trust Board.

31. Our visits to the Trust/Academy will be undertaken within the framework established by the Trust/LC, in agreement with the CEO Principal/Principal and staff.

32. In discharging our duties, we will always be mindful of our responsibility to maintain and develop the ethos and reputation of the Academy and Trust.

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## **Conflicts of interest:**

33. We will record any pecuniary or other business interest (including those related to people we are connected with) that we have in connection with the Trust Board/LC's business in the Register of Business Interests, and if any such conflicted matter arises in a meeting, we will offer to leave the meeting for the appropriate length of time.
34. We will also declare any conflict of loyalty at the start of any meeting should the situation arise.

## **Suspension:**

35. If the need arises to use the sanction of suspending a Trustee/Governor, we will do so by following legal requirements so as to ensure a fair and objective process.

## **Removal:**

36. We recognise that removing a Trustee from office is a last resort, and that it is the Members as the appointing body who have the power to remove those they appoint.
37. We recognise that removing a Governor from office is a last resort, and that it is the Trust Board as the appointing body who have the power to remove those they appoint.
38. If the need arises to use the sanction of removing a Governor or removing the Chair, we will do so by following legal requirements so as to ensure a fair and objective process.

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## Appendix 1

### **The Seven principles of public life.**

**Published by the Committee on Standards in Public Life on 31 May 1995.**

*The seven principles of public life are the basis of the ethical standards expected of public office holders. They apply to anyone who works as a public office-holder. This includes people who are elected or appointed to public office, nationally and locally. The principles also apply to all those in other sectors that deliver public services. They were first set out by Lord Nolan in 1995, and they are included in the Ministerial code.*

**1. Selflessness**

Holders of public office should act solely in terms of the public interest.

**2. Integrity**

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

**3. Objectivity**

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

**4. Accountability**

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

**5. Openness**

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

**6. Honesty**

Holders of public office should be truthful.

**7. Leadership**

Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.