

Code of Conduct for Academy Standards and Ethos Committees – 2024/25

As governors within the Diocese of Salisbury Academy Trust, we will adhere to the following principles in the support of our school and the delivery of our responsibilities under the Scheme of Delegation:

1. Accountability

We understand:

- The academy's Christian vision and values
- Our role in monitoring the academy's performance and supporting its improvement
- The need to build productive relationships with senior leaders, staff, parents and other stakeholders

2. Commitment

We will:

- Attend meetings regularly and be well prepared
- Take part in training and development opportunities
- Visit the academy to see it in operation, in agreement with senior leaders
- Act as ambassadors for the academy in the wider community

3. Integrity

We will:

- Follow the Nolan Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership
- Declare any conflicts of interest and withdraw from discussions where appropriate
- Maintain confidentiality on sensitive matters
- Support decisions of the governing body, even if we may have voted against them

4. Teamwork

We will:

- Contribute actively to meetings and respect the views of others
- Work co-operatively with other governors in the best interests of the academy
- Support the chair in ensuring meetings are run effectively

5. Improvement

We will:

- Focus on our core functions of setting strategic direction, holding leaders to account and overseeing financial performance
- Use evidence and data to inform our discussions and decisions
- Participate in regular self-evaluation of our individual and collective performance

6. Equality and Diversity

We will:

- Promote equality of opportunity and respect diversity within the academy and wider community
- Make efforts to ensure the governing body reflects the diversity of the community it serves

7. Compliance

We will:

- Observe all relevant governance regulations and guidance including from the Department for Education and academy trust
- Act within the framework of policies set by the governing body and trust board