OCMAT Governance Code of Conduct

Once this code has been adopted, all Governors and Directors agree to faithfully abide by it

Additional responsibilities of Directors and Local Monitoring Council Governors are set out in the Scheme of Delegation, Terms of Reference and role descriptions.

We will abide by the Seven Nolan 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 use our position as directors and governors to influence decisions for personal or financial gain or other benefits or obtain advantages for ourselves our children or family members.

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

Accountability
We are accountable to the public and the Trust 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 and deal with information in a confidential manner when appropriate.

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 whilst be professional at all times.

We will apply the highest standards and will:

1. Act within our powers
2. Promote the success of the school(s) and the Trust
3. Exercise independent judgement on all matters
4. Exercise reasonable care, skill and diligence at all times and when making decisions
5. Avoid conflicts of interest or seek guidance should I feel a situation may become controversial
6. Not accept benefits from third parties
7. Declare interest in proposed transactions or arrangements

We will focus on our core purpose:

1. Strategic leadership: defining a vision, fostering a culture and championing the strategy
2. Accountability and assurance: providing robust and effective oversight of operations and performance of the school whilst also keeping the Trust informed via minutes
3. Engagement: strategic oversight of relationships with all stakeholders

As individuals, we agree to:

Fulfil our role & responsibilities

1. We accept that our role is strategic and so will focus on our core purpose 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 and Terms of Reference.
3. We will develop, share and live the ethos and values of our Trust.
4. We agree to adhere to Trust policies and procedures.
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 school(s) 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 school, Trust and local community.
9. We will stand by the decisions that we make as a collective body.
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 people within the Trust authorities.
11. We will only speak or act on behalf of the Trust board if we have the authority to do so.
12. When making or responding to complaints, we will follow the established policies and procedures.
13. We will strive to uphold the Trust's reputation in our private communications (including on social media).
14. We will have regard to our responsibilities under The Equality Act and will work to advance equality of opportunity for all.
15. We will act as local ambassadors for our Trust.

Demonstrate our commitment to the role

1. We will involve ourselves actively in the work of the board, committee or Local Monitoring Council 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 welcome opportunities to be involved in school activities.
5. Where relevant to the role, we will visit the school/s and when doing so will make arrangements with relevant staff in advance and observe school protocol.
6. 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.
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.

Build and maintain relationships

1. We will develop effective working relationships with leaders, staff, parents and other relevant stakeholders from our local communities and the Trust.
2. We will champion the voices of our school community and stakeholders.
3. We will establish effective working relationships with fellow governance members, leaders and stakeholders.
4. We will express views openly, courteously and respectfully in all our communications with board members and staff both inside and outside of meetings.
5. We will work to create an inclusive environment where each governor/director's contributions are valued equally.
6. We will support the chair in their role of leading the Trust board, committee or Local Monitoring Council and ensuring appropriate conduct.

Respect confidentiality

1. We will observe complete confidentiality both inside and outside of the school(s)/Trust 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 or Local Monitoring Council vote
3. We will ensure all confidential papers are held and disposed of appropriately.
4. We will maintain confidentiality at all times even after we leave office.

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, committee or Local Monitoring Council'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' and Trust's website.

5. We accept that in the interests of open governance, our full names, date of appointment, terms of office, roles on the Trust board, attendance records, relevant business and pecuniary interests, category of governor/Trustee and the body responsible for appointing us will be published on the Trust website.
6. We accept that information relating to LMC governors/Trust Directors 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.

We agree that this code of conduct will be reviewed annually and approved by the Board of Directors

September 2026