



Code of Conduct

Trustees and Governors

All members of the governance framework, be they volunteers or staff members, are expected to conduct themselves with the utmost propriety and professionalism, in line with the seven principles of public life and the Acer Trust (the Trust) principles of governance.

Therefore, each member undertakes at all times to:

- Keep the needs of pupils, students, staff and the local community at the forefront of their mind during discussions and decision making, seeking to understand the impact of potential actions or decisions upon those stakeholders;
- Act with prudence and objectivity, in good faith and in the best interests of the whole trust and all pupils and students;
- Act with openness, honesty and courtesy, ensuring clarity and transparency in all communication, including reporting and setting of expectations;
- Act with appropriate levels of trust in other members' honesty and motives;
- Act with openness to appropriate challenge, and respond positively and without defense;
- Take personal responsibility for themselves and their contributions, being sure to fully understand and fulfill their responsibilities within the Acer Trust Governance Framework;
- Respect the distinct roles, skills, experience and contributions of others, considering and respecting diverse viewpoints and embracing diversity in all aspects of the role;
- Challenge with curiosity and an open mind, keeping vigilant for prejudices and assumptions, and being sure to offer appropriate support as well;
- Make every effort to attend relevant meetings; where attendance falls below an acceptable level, the Chair may take appropriate action to address this, including asking a member to step down if they are unable to fulfil their responsibilities;
- Maintain access to governance platforms, email and phone, as appropriate, and respond in a timely manner to requests relating to the activity of the relevant body;
- Act in a way that upholds all legal, statutory and moral obligations;
- Respect confidentiality both whilst actively involved in and after leaving the Acer Trust;
- Acknowledge and actively manage any conflicts of loyalty or interest, declaring any such conflict at the start of any meeting and withdrawing from any discussion or decision where they are unable to act solely in the best interests of the Trust and

its pupils and students, in line with the relevant policies and procedures;

- Escalate concerns through the Chair of the relevant body in the first instance;
- Take collective responsibility for the success of the Trust, and respect the collective decision-making of the relevant governance body by upholding decisions made by that body irrespective of personal views;
- Respect the collective authority of the relevant body and refrain from speaking on behalf that body without due authority or attempting to unduly exercise individual authority;
- Play an active role in ensuring the success of all learners, making positive and proactive contributions within their sphere of responsibility;
- Proactively engage in opportunities for learning and development, openly acknowledging skills gaps and taking steps to ensure an appropriate level of knowledge and understanding of the Trust and or school to support robust decision making.

Acer Trust has high expectations of all involved in the governance of the Trust. Therefore, in the event that a member's conduct falls below the standards expected of them, the Chair of the relevant body will raise this with them and seek to support improvement. In the event of a serious or persistent breach, disciplinary action may be taken, including asking the member to step down from their role if necessary.

I hereby confirm that I have read and agree with the Code of Conduct:

Signature:

Name:

Date: