



CST GUIDANCE: MODEL CODE OF CONDUCT FOR TRUSTEES AND TRUST BOARDS

The Trustees individually commit to:

- Attend board meetings – and be committed, accountable and active;
- Uphold the values and decisions of the Trust and be an ambassador for the Trust in all aspects of public and personal life, including social media;
- When undertaking duties as a trustee, ensure that anything that is said or written reflects the policies of the trust (even where this is different to private views);
- Observe confidentiality;
- Avoid conflicts of interest and where a conflict arises, declare any interests in proposed transactions or arrangements (including those related to people with whom we are connected);
- Work collaboratively and corporately with other trustees to fulfil the obligations of board membership;
- Understand the responsibilities of trustees as directors under company law and trustees under charity law;
- Promise to be the guardian of the charitable ‘object’ (the purpose) of the trust – to advance education in the public interest;
- Fulfil the expectations of a good employer and the contract of trust between the employer and those who are employed;
- Keep informed about the Trust, its strengths, challenges and opportunities, its connection to and relationship with the schools and communities it serves;
- Hold the executive to account in a respectful and purposeful way;
- Agree to step down from board if unable to fulfil these expectations.

The Trust Board corporately commits to:

Selflessness	All our decisions are taken in the public interest
Integrity	We will not act or take decisions in order to gain financial or other material benefits for ourselves, our family, or our friends
Objectivity	Our decisions are taken impartially, fairly and on merit, using the best evidence and without discrimination or bias
Accountability	We are comfortable submitting ourselves to external scrutiny
Openness	We take decisions in an open and transparent manner
Honesty	We are truthful in our actions, decisions and reporting
Leadership	We demonstrate the highest standards of public life in our individual and corporate behaviour