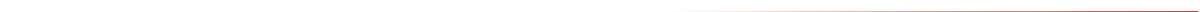




TRUST BOARD CODE OF CONDUCT

2025-2026





DoWMAT Vision and Values

Our Vision

DOWMAT's vision is to foster an inclusive, nurturing environment where everyone flourishes - academically, spiritually, and personally. Rooted in Christian values, we prioritise the vulnerable, promote work-life balance, and strive to deliver exceptional education, while celebrating each academy's unique identity—reflecting the fullness of life promised in John 10:10.

'To love, to learn, to serve - through collaboration, honesty, and hope.'

Our Values

Love

We are committed to **Compassion and Care**: As Christ commands, we strive to love one another deeply, fostering empathy, respect, and kindness. We create a culture where we genuinely care for each other, supporting personal, professional and spiritual growth, as we walk in His love.

Learn

We are committed to **Continuous Growth and Wisdom**: Following the call to grow in knowledge and understanding, we cultivate a culture of curiosity, adaptability, and continual improvement. We encourage all to seek wisdom and learning, guided by God's truth, that we might serve more effectively.

Serve

We are committed to **Service and Impact**: Inspired by Christ's example of humble service, we dedicate ourselves to serving others, contributing to the well-being of our schools, communities, and beyond, bringing His light and love into all we do.

Collaboration

We are committed to **Unity in Purpose**: We value working together in mutual respect, knowing that through collaboration, we can have a greater impact supporting each other to achieve our shared vision.

Honesty

We are committed to **Integrity and Truth**: Following Christ's call to live in truth, we foster a culture of honesty, transparency, and trust, ensuring that our actions reflect His integrity in all dealings, upholding the highest ethical standards.

Hope

We are committed to **Inspiring Hope and Faith**: As bearers of Christ's hope, we instil in every individual the belief in their God-given potential to achieve great things, trusting in His plan to bring good out of all circumstances, and inspiring hope for a future filled with His promises.

STATEMENT OF INTENT

The Diocese of Worcester Multi Academy Trust (DoWMAT) Board is, ultimately, the Trust's accountable body. The Trustees are also the company directors.

The DoWMAT Board manages the business of the Trust; maintaining a strong focus on the three core functions of governance:

- ✓ Ensuring clarity of vision, ethos and strategic direction.
- ✓ Holding executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff.
- ✓ Overseeing the financial performance of the organisation and making sure its money is well spent.

The Board is responsible for ensuring compliance with the Trust's charitable objects and with company and charity law, and adherence to the Trust's funding agreement with the Secretary of State.

To fulfil this role, individual Board members must ensure that they fully understand their duties as company directors and charity trustees. The duties of company directors are described in sections 170 to 181 of the Companies Act 2006: [Companies Act 2006 \(legislation.gov.uk\)](https://legislation.gov.uk). The role and duties of charity trustees are described by the Charity Commission in their guidance CC3: [The essential trustee: what you need to know, what you need to do \(CC3\) - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

The Board also has an important role to play in upholding the Christian distinctiveness of the Trust and promoting high standards. As such, the Directors must ensure that all Trust pupils are attending a successful academy which provides them with a good education and supports their holistic well-being.

This Code of Conduct sets out the expectations on, and commitment required, from Trust Directors in order to properly carry out its work within the Multi Academy Trust and the Trust community.

This Code of Conduct will be reviewed by the Board of Directors on an annual basis and will be signed by the Directors at the first meeting of the Autumn term. It is a requirement that each Director complies fully with each of the expectations in this Code of Conduct.

Roles and Responsibilities

1. The Trust Board is a corporate body, which means:

- No Director can act on her/his own without proper authority from the full Board.
- All Directors carry equal responsibility for decisions made.
- The over-riding concern of all Directors has to be the welfare of the trust as a whole.

2. The Trust Board recognises the key roles of each individual academy Local Academy Board to be as follows:

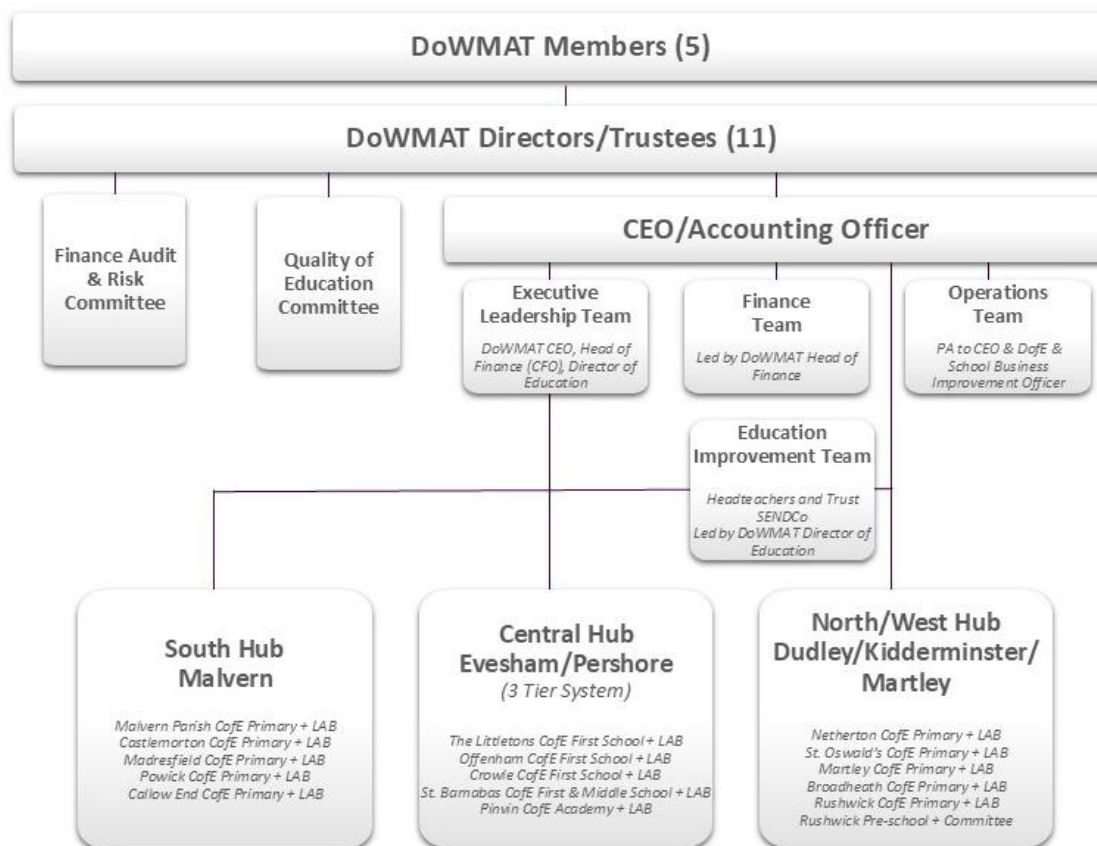
- Guardian of the Vision and Values: Our DoWMAT Local Academy Boards have an important role to play in upholding the Christian distinctiveness of their academy by ensuring our Christian vision and values underpins all aspects of academy life. In this way, we can be assured that our pupils grow and learn in schools where their individual qualities are nurtured to instill fulfilment, self-worth, the skills to contribute to society and confidence in the future.
- Supporting the drive for school improvement: Our DoWMAT Local Academy Boards play a crucial role in enabling our academies to deliver on their moral purpose; delivering the very best in educational provision for their pupils. By creating safe and stimulating environments, full of engaging learning opportunities, our academy teams will empower all pupils to develop a love of learning and achieve of their best.
- A critical friend for financial decisions: Our DoWMAT Local Academy Boards hold a wealth of knowledge on good financial practice and the importance of making sound, cost effective operational decisions. Our Headteachers value the input and oversight these members are able to offer as they navigate through a challenging financial landscape in the pursuit of high quality, sustainable provision.
- Challenging and supporting the academy by monitoring, reviewing and evaluating progress against targets and ensuring good financial management of academy funds.
- Ensuring accountability of the Headteacher, and/or the Executive Headteacher if appointed, and staff to the Local Governing Body and the Multi Academy Trust. In turn, the Local Academy Board is accountable to the staff, parents, local community and the Multi Academy Trust by ensuring they are involved, consulted and informed as appropriate.
- Responsible for determining, monitoring and keeping under review the academy policies, plans and procedures within which the academy operates.

Further information on the role of Local Academy Boards can be found on [Academy trust governance guide - Guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/academy-trust-governance-guide)

All members of the Board of Directors will be required to make themselves familiar with Trust policies and procedures, including the following:

- Child Protection and Safeguarding Policy
- Equal Opportunities and Dignity at Work Policy
- Health and Safety Policy
- Behaviour Statement
- Whistleblowing Policy
- Data Protection Policy
- Disciplinary Procedures
- Complaints Procedures

DoWMAT Governance Structure



Legal Framework

This policy has due regard to legislation, including, but not limited to, the following:

- The Children Act 1989
- The Children Act 2004
- The Education Act 2011
- The Childcare (Disqualification) Regulations 2009
- The Childcare Act 2006
- Protection of Freedoms Act 2012
- The Data Protection Act 1998

This Code of Conduct also has due regard to DfE guidance: [Academy trust governance guide - Guidance - GOV.UK \(www.gov.uk\)](#)

As a member of the DoWMAT Board of Directors, I accept the following principles and procedures:

General

- ✓ I understand the purpose of the DoWMAT Board as set out above.
- ✓ I am aware of and accept the Nolan seven principles of public life (see Appendix. 1).
- ✓ I will work to ensure that Christian distinctiveness is embedded throughout the Academy Trust.
- ✓ I am fully aware of the Schedule of Requirements placed on academy trusts and will play my part in ensuring these are embedded within the DoWMAT: [Academy trust handbook - Schedule of Musts - Guidance - GOV.UK \(www.gov.uk\)](#).
- ✓ I accept I have no legal authority to act individually and therefore will only speak on behalf of the Trust Board when I have been specifically authorised to do so.
- ✓ I have a duty to act fairly and without prejudice and, in so far as I have responsibility for staff, I will fulfil all that is expected of a good employer.
- ✓ I will encourage open government and will act appropriately.
- ✓ I accept collective responsibility for all decisions made by the Trust Board or its delegated agents. This means that I will not speak against majority decisions outside the Board meeting.
- ✓ I will not enter into dialogue or express my views on the Trust or any Trust academy on social media even if not acting in the capacity of a Director / Trustee of DoWMAT.
- ✓ I will consider carefully how our decisions may affect the community and other schools and the Multi Academy Trust.
- ✓ I will always be mindful of my responsibility to maintain and develop the ethos and reputation of our trust. My actions within the trust and the local community will reflect this.
- ✓ In making or responding to criticism or complaints affecting the academy, I will follow the procedures established by the Multi Academy Trust.

Commitment

- ✓ I acknowledge that accepting office as a Director / Trustee involves the commitment of significant amounts of time and energy.
- ✓ I will each involve myself actively in the work of the DoWMAT Board, and accept my fair share of responsibilities, including service on committees or working groups.
- ✓ If acting as a Director, I will not go beyond my duties or act outside of the powers of authority conveyed on me, and acknowledge that were I to do so, I could be held liable to the Board and/or third parties.
- ✓ I will make full efforts to attend all meetings and where I cannot attend, explain in advance in full why I am unable to.
- ✓ I will get to know the Multi Academy Trust well, participate in the academy community and respond to opportunities to involve myself in activities at the academy.
- ✓ My visits to any academy will be arranged in advance with the staff and undertaken within the framework established by the Board and agreed with the DoWMAT CEO.

- ✓ I will consider seriously my individual and collective needs for training and development, and will undertake relevant training.
- ✓ I am committed to actively supporting and challenging the DoWMAT CEO.
- ✓ I am committed to working with the Multi Academy Trust to support the academies within the trust.
- ✓ I accept that in the interests of open government my full name, date of appointment, term of office, roles, attendance records, relevant business and pecuniary interest and the category of Director will be published on the academy's website.
- ✓ In the interests of transparency, I accept that the information relating to Directors / Trustees will be collected and logged on the DfE's national database of governors (Edubase).

Relationships

- ✓ I will strive to work as a team in which constructive working relationships are actively promoted.
- ✓ I will express views openly, courteously and respectfully in all our communications with other Directors / Trustees.
- ✓ I will support the Chair of the Board in their role of ensuring appropriate conduct both at meetings and at all times.
- ✓ I am prepared to answer queries from other Directors / Trustees in relation to delegated functions and take into account any concerns expressed, and I will acknowledge the time, effort and skills that have been committed to the delegated function by those involved.
- ✓ I recognise that the roles of Director / Trustee, governor, staff member and volunteers in academy trusts are different. Where I am also a governor, staff member and/or volunteer in a trust academy, I will maintain the separation of my roles.
- ✓ I will seek to develop effective working relationships with the Trust Central team, academy learning partners, headteachers, staff, parents, Local Authority and other relevant agencies, as appropriate.

Confidentiality

- ✓ I will observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils, both inside or outside the academy.
- ✓ I will exercise the greatest prudence at all times when discussions regarding trust business arise outside a Board meeting.
- ✓ I will not reveal the details of any Board vote.

Conflicts of Interest

- ✓ I will record any pecuniary or other business interest that I have in connection with the Trust's business in the Register of Business Interests. I accept that the Register of Business Interests will be published on the DOWMAT website.

- ✓ I will declare any interests of those related or closely connected to myself on the Register of Pecuniary Interests.
- ✓ I will declare any pecuniary interest - or a personal interest which could be perceived as a conflict of interest - in a matter under discussion at a meeting and offer to leave the meeting for the appropriate length of time.
- ✓ I will act in the best interests of the Trust as a whole and not as a representative of any group, even if elected to the Local Governing Body of a Trust academy.

Breaching the Code of Conduct

If a member of the Board breaches this code of conduct, the issue will be raised with the Chair of the Board, who will investigate the concern. In the event that it is believed the Chair has breached this code of conduct, another member of the Board will undertake the investigation.

In the event that the Board feels there may be a need to suspend a Director / Trustee, the Board will inform the Members whose duties include the appointing and the removal of Directors / Trustees.

The members will always attempt to resolve any difficulties or disputes in a constructive manner and ensure a fair and objective process is undertaken to decide upon the next steps.

Code of Conduct Acknowledgement Form

The DoWMAT Board of Directors adopted this code of practice on _____ date. (It is recommended that Directors / Trustees review and adopt the Code of Conduct at the first Board meeting of each academy year).

Undertaking: As a member of the DoWMAT Board:

- ✓ I will always have the well-being of the children and the reputation of the academy trust at heart.
- ✓ I will do all I can to be an ambassador for the trust, publicly supporting its aims, values and Christian ethos.
- ✓ I will never say or do anything publicly that would embarrass the Multi Academy Trust, any DoWMAT academy, the Local Governing Bodies of any DoWMAT academy, DoWMAT headteachers or staff.

Signed

Printed name

Date:

I hereby acknowledge the terms detailed within the Board Code of Conduct and agree to abide by this code whilst I am an acting member of the Board. I understand that the role is of a voluntary nature and, therefore, I will not receive payment for my duties. Any expenses which I claim will be in line with DoWMAT Policy.

Appendix 1: The Seven Principles of Public Life

(originally published by the Nolan Committee: The Committee on Standards in Public Life, to consider standards of conduct in various areas of public life)

Selflessness: Holders of public office should act solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

Integrity: Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.

Objectivity: In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

Accountability: Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness: Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

Honesty: Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership: Holders of public office should promote and support these principles by leadership and example.

Document History

Date	Author	Summary Changes	Approved by
29.06.2025	Vicky Rudge	<ol style="list-style-type: none"> 1. Annual Review 2. Updated Governance Structure Chart 	Trust Board
04.10.2024	Vicki Shelley	<ol style="list-style-type: none"> 1. Annual Review 2. Governance handbook and competency framework withdrawn. Guidance updated to follow: Academy trust governance guide - Guidance - GOV.UK (www.gov.uk) 3. Appendix 1 removed and replaced with link to relevant legislation. 4. Appendix 3 removed and replaced with link to relevant guidance. 5. Assessment policy removed from the list. 	Trust Board
03.10.2023	Claire Davies	Annual Review	Trust Board
06.10.2022	Claire Davies	Annual Review	Trust Board