



ST. BART'S
MULTI-ACADEMY TRUST

Governance Code of Conduct

June 2026

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Details

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June 2026	Governance Responsibilities: expanded definitions Fulfil or role & responsibilities: added bullet point 3 and 16	Mrs S Cope



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Flourishing Together Releasing Potential Inspiring Futures

St. Bart's Mission

We ensure that every academy is a flourishing community, dedicated to releasing potential and inspiring ambitious futures through exceptional education.

St. Bart's Vision and Values

Releasing potential together through **PEACE**:



PASSION

We pursue excellence with energy and purpose, releasing the potential within every child and adult.



ENCOURAGEMENT

We nurture confidence and resilience, supporting each individual so that they can thrive.



AMBITION

We set high expectations, striving for fairness and opportunity so that potential is not limited by circumstance.



COLLABORATION

We work together in partnership, recognising that flourishing comes when we share strengths and support one another.



ENJOYMENT

We celebrate learning and community life, creating joy-filled environments where potential can flourish.



Our Trust Christian ethos is captured by the **PEACE** values and all schools work in close partnership (*whether C of E or community*) to ensure that all children, adults and the communities they serve flourish just as Jesus encouraged us to do in John 10:10 – ***“I have come that they may have life, and have it to the full.”***

St. Bart's vision includes a strong commitment to preparing our children for a world impacted by climate change, through learning and practical experience. We encourage pupils and staff to consider the impact of their actions locally and globally, while embedding climate change education across our curriculum, and sustainability into our ethos and Trust-wide practice.

Introduction

This Code of Conduct sets out the expectations and commitment required from all layers of Governance across St Bart's Multi-Academy Trust (SBMAT). This includes Members, Trustees and Local Governors. Unless otherwise stated, 'Trust' includes all of the St Bart's Multi-Academy Trust Academies.

Once approved by the Trust, the Code of Conduct will apply to all Members, Trustees and Local Governors.

The SBMAT Code of Conduct is anchored in the Seven Nolan Principles of Public Life. It aligns with the Framework for [Ethical Leadership in Education](#) which outlines principles that support ethical decision-making and challenge unethical behaviour.

This Code of Conduct should be read in conjunction with the relevant legislation for Multi-Academy Trusts, Academies, the Articles of Association and the Scheme of Delegation.

Members: We recognise and support the principles set out in the [charity governance code](#).

Trustees: We agree to follow the [charity governance code](#).

Those governing at local level: We recognise and support the principles set out in the [charity governance code](#).

The Seven Nolan Principles of Public Life

As individuals of SBMAT governance, we commit to follow these [principles](#), at all times.

- **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.

We will apply the highest standards and will:

- act within our powers.
- promote the success of the Trust.
- exercise independent judgement.
- exercise reasonable care, skill and diligence.
- avoid conflicts of interest.
- not accept benefits from third parties.
- declare interest in proposed transactions or arrangements.

Governance Responsibilities

In Trusts, the purpose of governance is to provide:

- strategic leadership: defining a vision, fostering a culture and ethos, and championing the strategy
- accountability and assurance: providing robust and effective oversight of operations and performance
- strategic engagement: strategic oversight of relationships with stakeholders

In order to undertake these responsibilities effectively, as individuals we agree to:

.1. 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 the SBMAT Scheme of Delegation.
3. We will develop, share and live the ethos and values of our trust. [Include 'maintain and uphold our trust's/school(s)' religious ethos' where applicable.]
4. When undertaking duties, we will ensure that anything that is said or written reflects the policies of the Trust (even where this is different to private views).
5. We shall fully cooperate with individual requests that are necessary to ensure organisational compliance, including disclosure and barring or right to work checks.
6. We will work collectively for the benefit of the Trust.
7. We will be candid but constructive and respectful when holding executive or senior leaders to account.
8. We will consider how our decisions may affect the Trust and local community.
9. We will stand by the decisions that we make as a collective.
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 authorities.
11. We will only speak or act on behalf of the Trust if we have the authority to do so.
12. **Trustees:** We will fulfil our responsibilities as a good employer, acting fairly and without prejudice.
13. When making or responding to complaints, we will follow the established procedures.
14. We will uphold the values and decisions of the Trust and be an ambassador for the Trust and the Academy/s we support in all aspects of public and personal life, including social media.
15. We will have regard to our responsibilities under [The Equality Act](#) and will work to advance equality of opportunity for all.
16. **Local governors:** We will act as local ambassadors for our Trust.

.2. Demonstrate our commitment to the role

1. We will involve ourselves actively in the work of the Trust 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 be committed, accountable and active. Where we cannot attend, we will 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 Trust and/or the Academy/s well and respond to opportunities to involve ourselves in related activities.
5. We will participate in regular pre-arranged Academy visits in accordance with our Trust policies.
6. When visiting an Academy in a personal capacity (i.e. as a parent or carer), we will continue to honour the commitments made in this Code of Conduct.
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.
8. We will take responsibility for our self-evaluation, regularly reviewing our Board / Committee's performance, constitution and skillset.

.3. Build and maintain relationships

1. We will develop effective working relationships with Trust and Academy leaders, staff, parents/carers and other relevant stakeholders from our Trust / local community.
2. We will champion the voices of our Trust / Academy community and stakeholders.
3. Those governing at Local Governing Committee level will establish effective working relationships with Trustees.
4. Trustees will engage with the Local Governing Committee and Members as required strategically.
5. We will develop, share and live the ethos and values of our trust. [Include 'maintain and uphold our trust's/school(s)' religious ethos' where applicable.]
6. **Trustees:** We will respect the remit of, and engage constructively with, relevant authorities, sector bodies and other trusts
7. We will express views openly, courteously and respectfully in all our communications with Board / Committee members and staff both inside and outside of meetings.
8. We will work to create an inclusive environment where each individual member's contributions are valued equally.
9. We will support the chair in their role of leading the Board / Committee and ensuring appropriate conduct.

.4. Respect Confidentiality

1. We will observe complete confidentiality both inside and outside of the Trust when matters are deemed confidential or where they concern individual staff, pupils or families.
2. We will exercise the greatest prudence at all times when discussions regarding Trust business arise outside a meeting.
3. We will not reveal the details of any votes.
4. We will ensure all confidential papers are held and disposed of appropriately in accordance with GDPR requirements.
5. We will not engage in discussing Trust or Academy business on social media platforms.
6. We will maintain confidentiality even after we leave office.
7. We will practice good ICT security, keep personal data safe and support GDPR compliance.

.5. Declare conflicts of interest and be transparent

1. We will 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) and understand these will be recorded in the register of business interests.
2. We will also declare any potential conflicts of interest at the beginning of each meeting and withdraw from the meeting for the relevant item of business and not vote on the matter.
3. We accept that to ensure our governance is transparent and open to the communities we serve, we will make certain information publicly available. For each **Member/ Trustee / Local Governor** who has served at any point over the last 12 months; our full names, date of appointment, date stepped down (if applicable) and relevant business and pecuniary interests will be published on the Trust / Academy website. In addition, for each Trustee / Local Governor, our roles on the Local Governing Committee / Trust board, attendance records category of Trustee / Governor/ the body responsible for appointing us and terms of office, will be published on the Trust / Academy website.
4. We accept that the information about Members, Trustees and Local Governors will be published on the DfE's national database [Get Information About Schools](#), some of which will be publicly available.

Agreement

All individuals will be expected to confirm on the Declarations area of their Governor Hub profile that they have read and understood the Code of Conduct and agree to abide by its contents on an annual basis.

Monitoring Arrangements

This Code of Conduct will be reviewed and agreed annually, upon significant changes to the law, or as needed. It will be ratified by the full Trust Board.

Appendix 1: Breaches of Code of Conduct

Where it is suspected that a Member, Trustee or LGC member has breached the code of conduct, or there is cause for concern about an individual's conduct, the following procedures will apply.

Stage 1

The designated Chair (see table below) will investigate and will hold a meeting with the Member, Trustee or LGC member to discuss the issue.

The individual will be informed that stage 1 is being implemented and will be given a copy of the code.

The outcome of any such meeting may include reminding the individual of expectations based on this code of conduct and support, mentoring or training.

In the event that the individual complies with this Code of Conduct for 12 months following the investigation's outcome, any further breaches will lead to the reinitiation of the process at stage 1. If the investigation concludes that the conduct is serious, the Designated Chair may recommend that the matter be dealt with at Stage 2.

Stage 2

If the breach is considered sufficiently serious or there is no improvement in the individual's behaviour, then the matter will be escalated as per the table below. The outcome of any such escalation may include:

- Further meetings with the individual to reset expectations, based on this code of conduct;
- Additional support, mentoring or training;
- A further review under stage 1 or stage 2 as appropriate after an agreed timeframe;
- A mutual decision to stand down from their position.
- Removal from position

After a stage 2 outcome in which the individual is not removed from their position, if they complied with this Code of Conduct for 12 months following the outcome, any further breaches will lead to the reinitiation of stage 1.

Removal from Position

Removal of the individual from their position

Members

This is a last resort and will not be used without the above steps being taken, except in exceptional circumstances.

- Members, with the written consent of the Diocesan Corporate Member, will hold a meeting of the Trust's Members and the special resolution (Article 16) to remove the Member from office will be fully explained.
- The Trust Members will give due and careful consideration to the reasons given to remove the Member from office.
- The Member, whom it has been proposed to remove from the Trust Members, will be given the opportunity to make representations on their behalf against the decision to remove.
- The Trust Members will consider the proposal to remove the Member and make a decision without unnecessary delay.
- The Member will be informed of the Trust Members' decision in writing within five Academy days.

Trustees

This is a last resort and will not be used without the above steps being taken, except in exceptional circumstances.

- The Trust Board will vote on a motion to ask the Members to remove the Trustee by ordinary resolution in accordance with the [Companies Act 2006](#) and the Trust's Articles of Association (Article 66). A copy of the resolution will be circulated to all Members.
- A meeting of the Trust's Members will be held and the resolution to remove the Trustee from office will be fully explained.
- The Trust Members will give due and careful consideration to the reasons given to remove the Trustee from office.
- The Trustee whom it has been proposed to remove from the Board of Trustees will be given the opportunity to make representations on their behalf against the decision to remove.
- The Trust Members will consider the proposal to remove the Trustee and make a decision without unnecessary delay.
- The Trustee will be informed of the Trust Members' decision in writing within five Academy days.

Trustees may be **removed** if they (please note that this list is not exhaustive):

- Have acted in a way that is inconsistent with the professional ethos of the Board of Trustees (including failing to undertake training appropriate to the role, whether or not directed to do so by the Board);
- Have brought, or are likely to bring, the Academy Trust or the office of the Trustee into disrepute;
- Have acted to undermine fundamental British values or the Board's commitment or ability to deliver on its Prevent duty;
- Have been involved in serious misconduct. We will determine what counts as serious misconduct based on the facts of the case, but it will include any actions that compromise the 7 principles of public life, if sufficiently serious;
- Have displayed repeated and serious incompetence;
- Have acted in a way that is significantly detrimental to the effective operation of the Board, or their actions have interfered with the operational efficiency of a Trust Academy.

Local Governing Committee Members

This is a last resort and will not be used without the above steps being taken, except in exceptional circumstances.

The Chair of Trustees will decide on any suspension or removal of a LGC member, in conjunction with the relevant CEO and following discussion with the LGC chair and Principal.

- A meeting of the Trust Board will be held and the resolution to suspend or remove the Local Governor from office will be fully explained.
- The Trust Board will give due and careful consideration to the reasons given to suspend or remove the Local Governor from office.
- The Local Governor, whom it has been proposed to suspend or remove from the Local Governing Committee, will be given the opportunity to make representations on their behalf against the decision to remove.
- The Trust Board will consider the proposal to suspend or remove the Local Governor and make a decision without unnecessary delay.
- The Local Governor will be informed of the Trust Board's decision in writing within five Academy days.

Local governors may be **suspended** if they (please note that this list is not exhaustive):

- Have acted in a way that is inconsistent with the professional ethos of the Trust Board / Local Governing Committee (including failing to undertake training appropriate to the role, whether or not directed to do so by the board) and
- Have brought, or are likely to bring, the Academy Trust or the office of the Local Governor into disrepute, or
- Acted to undermine fundamental British values or the board's commitment or ability to deliver on its Prevent duty.

Local governors may be **removed** where (please note that this list is not exhaustive):

- There have been repeated grounds for suspension;
- There has been serious misconduct. We will determine what counts as serious misconduct based on the facts of the case, but it will include any actions that compromise the 7 principles of public life, if sufficiently serious;
- They display repeated and serious incompetence;
- Their actions are significantly detrimental to the effective operation of the Local Governing Committee, or their actions interfere with the operational efficiency of an Academy.

'Bringing the board into disrepute' may include, but is not limited to:

- Speaking out publicly against the Trust or Academy;
- Being disrespectful to members of the Trust or Academy community;
- Behaving inappropriately in a public forum, such as a Trust or an Academy event or on social media;
- Persistently failing to undertake the training or development they need to contribute effectively to the board's operation.

Designated Chairs

Individual	Designated Chair	Escalation or where issue relates to the designated Chair
Member	Two Members	All members
Trustee	Chair of Trustees	Two Members
LGC Member	LGC Chair	Chair of Trustees



ST. BART'S

MULTI-ACADEMY TRUST

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