Code of Conduct for the Governance community

The INMAT Code of Conduct is in line with NGA Code of Conduct dated August 2026. Trustees and governors agree to follow the charity governance code (www.charitygovernancecode.org)

We will abide by the **Seven Nolan Principles of Public Life** and demonstrate our commitment to ethical governance:

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 act or take decisions in order to gain financial or other material benefits for ourselves, our family, or our friends. We will declare and resolve any interests and relationships.

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

Accountability
We are accountable to the public 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.

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

---

We will apply the highest standards and will:
1. act within our powers
2. promote the success of the trust
3. exercise independent judgement
4. exercise reasonable care, skill and diligence
5. avoid conflicts of interest
6. not accept benefits from third parties
7. declare interest in proposed transactions or arrangements

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.
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 will fully cooperate with 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 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 board 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 strive to uphold the trust's reputation in our private communications (including social media).
15. We will not do anything, either in undertaking our governance role or outside of this, which brings the school/trust into disrepute.
16. We will have regard to our responsibilities under The Equality Act and will work to advance equality of opportunity for all.
17. **Local governors:** We will act as local ambassadors for our trust.

Demonstrating 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 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 Trust well and respond to opportunities to involve ourselves in Trust activities.
5. We will visit the schools and when doing so will make arrangements with relevant staff in advance and observe school and LAC/trust protocol.
6. When visiting the school or trust in a personal capacity, we will continue to honour the commitments made in this code.
7. We will participate in induction training and take responsibility for developing our individual and collective skills and knowledge on an ongoing basis.

Building and maintaining relationships:

1. We will develop effective working relationships with leaders, staff, parents and other relevant stakeholders from our local communities.
2. **Local governors**: We will champion the voices of our school community and stakeholders.
3. **Local governors**: We will establish effective working relationships with trustees.
4. **Trustees**: We will engage with and be accountable to those governing at local level.
5. **Trustees**: We will respect the remit of, and engage constructively with, relevant authorities, sector bodies and other trusts.
6. We will express views openly, courteously and respectfully in all our communications with board members and staff both inside and outside of meetings.
7. We will work to create an inclusive environment where each board member's contributions are valued equally.
8. We will support the chair in their role of leading the board and ensuring appropriate conduct.

Respecting confidentiality:

1. We will observe complete confidentiality when matters are deemed confidential
2. We will not reveal the details of any Trust Board vote.
3. We will ensure all confidential papers are held and disposed of appropriately.
4. We will maintain confidentiality even after we leave office.
5. We will practice good ICT security, keep personal data safe and support GDPR compliance.

Declaring conflicts of interest and transparency:

1. We will declare any business, personal or other interest that we have in connection with the Trust 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. We accept that it is for the board to decide collectively if a potential conflict of interest arises, and we will seek guidance from the governance professional if we are uncertain.
4. We accept that the Register of Business Interests will be published on the Trust website.
5. We will act in the best interests of the Trust as a whole and not as a representative of any group.
6. We accept that in the interests of open governance, our full names, date of appointment, terms of office, roles on the Trust Board / LAC, attendance records, relevant business and pecuniary interests, category of Trustee / governor and the body responsible for appointing us will be published on the Trust's website.
7. We accept that information relating to Trustees / governors will be collected and recorded on the DfE's national database 'Get information about schools' (GIAS), some of which will be publicly available.
8. We accept that information relating to Trustee appointment will be publically available at Companies House.

We understand that potential or perceived breaches of this code will be taken seriously and that a breach could lead to formal sanctions.

Adopted by trustees on the 30th September 2026

Adopted by LACs at the first meeting of the 2026/7 academic year.

We agree that this code of conduct will be reviewed annually, upon significant changes to the law and policy, or as needed, and it will be endorsed by the full Trust Board / LAC.

Appendix A

The trust board and committee members also adopt the Academy Trust Governance Code:

Fundamental principle.
The academy trust's directors are aware of and meet Seven principles of public life, understand the legal, regulatory and contractual obligations they must meet, and have regard to the statutory guidance issued by the Secretary of State.

Principle 1: Delivering the academy trust charitable objects.
The academy trust's articles of association set out the academy trust's charitable objects and how those must be fulfilled. the board is clear about its aims and ensures that they are being delivered effectively and sustainably.

Principle 2: Leadership.
The academy trust is led by an effective board that provides strategic governance in line with the aims and values of the academy trust and engages effectively with its members.

Principle 3: Integrity.
The board acts with integrity, adopting values and creating a culture which helps achieve the academy trust's charitable objects. The board is aware of the importance of public confidence and trust in academy trusts and their schools, and the board undertakes its duties accordingly.

Principle 4: Decision making, risk and control.
The board ensures that its decision-making processes are evidence informed, rigorous and timely and that effective delegation, control, risk assessment and management systems are set up and monitored. There is effective reporting at all levels of academy trust governance to ensure decisions are taken at the correct level in accordance with the articles of association and scheme of delegation.

Principle 5: Board effectiveness.
The board works as an effective team, using the appropriate balance of knowledge, skills, experiences and backgrounds to make informed decisions.

Principle 6: Equality, diversity and inclusion.
In ensuring the effective achievement of the academy trust's charitable objects, the board has a clear, agreed and effective approach to advancing equality, diversity and inclusion throughout the academy trust.

Principle 7: Openness and accountability.
The board leads the academy trust in being transparent and accountable. the academy trust is open in its work, unless there is good reason for it not to be.