

MAT Code of Conduct

September 2025

Person responsible	Director of Governance
Approved by	Trust Board
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MAT Code of Conduct (based on the NGA's model)

Members and Directors (Trustees) are required to abide by the Code of Conduct and agreed to follow the charity governance code. Governors are required to abide by the Code of Conduct and also recognise and support the principles set out in the charity governance code.

We will abide by the seven Nolan Principles of Public Life

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 focus on our core purpose

1. Strategic leadership: defining a vision, fostering a culture and championing the strategy.
2. Accountability and assurance: providing robust and effective oversight of operations and performance.
3. Engagement: strategic oversight of relationships with stakeholders.

We will apply the highest standards

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.

Fulfil our role and 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 shall fully cooperate with individual requests that are necessary to ensure organisational compliance, such as 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 communities.
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 students 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. Directors: 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 on social media).
15. We will have regard to our responsibilities under the Equalities Act and will work to advance equality of opportunity for all.
16. Governors of Local Governing Bodies: We will act as local ambassadors for our Trust.

Demonstrate our commitment to the role

1. We will involve ourselves actively in the work of the Board 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 academies well and welcome opportunities to be involved in college/school activities as appropriate.
5. We will visit the academies and when doing so will make arrangements with relevant staff in advance and observe appropriate protocol.
6. When visiting an academy in a personal capacity (for example, as a parent or carer), we will continue to honour the commitments made in this code.
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.

Build and maintain relationships

1. We will develop effective working relationships with leaders, staff, parents and other relevant stakeholders from our local communities.

2. Governors of Local Governing Bodies: We will champion the voices of our academy community and stakeholders.
3. Governors of Local Governing Bodies: We will establish effective working relationships with Directors.
4. Directors: We will engage with and be accountable to those governing Local Governing Bodies.
5. Directors: 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 Directors/Governors and staff both inside and outside of meetings.
7. We will work to create an inclusive environment where each other's contributions are valued equally.
8. We will support the Chair in their role leading the Board/Committee by ensuring appropriate conduct.

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, students or families.
2. We will not reveal the details of any governing 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.

Declare conflicts of interest and be transparent

1. We will disclose annually to the Trust all business interests in connection with the Trust, its academies or the Trust Board that might sway their decision-making or affect their ability to act in an impartial way. Interests could be financial or otherwise, which they or (so far as they are aware) their spouses, partners, children or other close relatives may have, for entry on the register. Governors should inform the Clerk (who shall notify the Director of Governance) whenever their circumstances change and interests are acquired or lost.
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.
4. We accept that the Register of Interests will be published on the Trust's website.
5. We will act as a Director/Governor 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, attendance records, relevant business and pecuniary interests, category of Director/Governor and the body responsible for appointing us will be published on the Trust's website.
7. We accept that information relating to Board membership will be collected and recorded on the DfE's national database (Get information about schools), some of which will be publicly available.
8. We will notify the Director of Governance/Clerk to the Governors of any gifts or hospitality received which shall be entered into the register of gifts and hospitality.

We understand that potential or perceived breaches of this code will be taken seriously and that a breach could lead to formal sanctions including suspension or removal from the board as a last resort.