

As Governors, we shall support the **Mission** of the Dixons Academies Charitable Trust Ltd to challenge educational and social disadvantage in the Bradford and Leeds region. We establish high-performing non-faith academies which maximise attainment, value diversity, develop character and build cultural capital. By the age of 18 we want every student to have the choice of university or a high quality apprenticeship.

To achieve this, we shall abide by the Trust's **Six Core Principles**:

High Expectations of All

We shall set ambitious targets for academic achievement and conduct that make no excuses based on the students' backgrounds. All students are expected to make outstanding progress that will enable them to succeed in further or higher education and in the world of work.

Empowered to Lead

We shall respect the right of our Principals to lead their academies in the best interests of their students and their Academy, and shall hold them accountable for their outcomes. We shall encourage our academies to work in partnership with each other for the good of the Group as a whole.

Relentless Focus on Learning

Students and their learning are at the heart of every Dixons Academy. We shall prioritise student learning above all else when we make decisions about funding and about priorities for action.

Highly Professionalised Staff

We shall ensure that the Trust behaves at all times as a responsible employer, and also invests in staff and leadership development across our learning community. We shall ensure that all staff at the Dixons Academies act in the best interests of students and adhere to the high standards of professionalism laid out in their Code of Conduct.

Choice and Commitment

To work as a Governor in a Dixons Academy is a choice. Each of us shall make and uphold a commitment to the Trust and to each other to put in the time and effort required to achieve success. We shall not tailor our curriculum to any one community, but expect our students to share and engage in common learning experiences which maximise the achievement of all.

Values-Driven

Dixons Academies are communities with a strong sense of moral purpose. The interests of students and their learning are at the heart of all we do. We shall ensure that each Academy is built around a clear set of values which demand and nurture personal responsibility, integrity and respect for others.

The Seven Principles of Public Life

We shall at all times abide by the Seven Principle of Public Life as identified by The Committee on Standards in Public Life under the Chairmanship of Lord Nolan in 1995.

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.

The Governing Council and Local Governing Bodies share the following core strategic functions as defined in the Scheme of Delegation:

Establishing the strategic direction, by:

- Upholding the vision, values, and objectives of the Academies
- Agreeing the Academy improvement strategy with priorities and targets

Meeting statutory duties Ensuring accountability, by:

- Appointing the Academy Principals
 - Monitoring progress towards targets
 - Performance managing the Principal
 - Engaging with stakeholders
 - Contributing to Academy self-evaluation
- Ensuring financial probity, by:

- Setting the budget
- Monitoring spending against the budget
- Ensuring value for money is obtained
- Ensuring risks to the organisation are managed

As individual governors we agree to the following:

Role & Responsibilities

- We understand the purpose of the Governors and the role of the Executive Principal and the Principals.
- We accept that we have no legal authority to act individually, except when the Council has given us delegated authority to do so, and therefore we will only speak on behalf of the Governing Council or Local Governing Body when we have been specifically authorised to do so.
- We accept collective responsibility for all decisions made by the Council or its delegated agents. This means that we will not speak against majority decisions outside the governing body meeting.
- We have a duty to act fairly and without prejudice, and in so far as we have responsibility for staff, we will fulfil all that is expected of a good employer.
- We will encourage open government and will act appropriately.
- We will consider carefully how our decisions may affect the community and other schools.
- We will always be mindful of our responsibility to maintain and develop the ethos and reputation of our Academies. Our actions within the Academies and the local community will reflect this.
- In making or responding to criticism or complaints affecting the Academies we will follow the procedures established by the Governing Council.
- We will actively support and challenge the Executive Principal and the Principals.

Commitment

- We acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.
- We will each involve ourselves actively in the work of the Governing Council or Local Governing Body, and accept our fair share of responsibilities, including service on committees or working groups.
- We will make full efforts to attend all meetings and where we cannot attend explain in advance why we are unable to.
- We will get to know the Academy well and respond to opportunities to involve ourselves in Academy activities.
- We will visit the Academies, with all visits arranged in advance with the staff and undertaken within the framework established by the Governing Council and agreed with the Principals.
- We will consider seriously our individual and collective needs for training and development, and will undertake relevant training

Relationships

- We will strive to work as a team in which constructive working relationships are actively promoted.
- We will express views openly, courteously and respectfully in all our communications with other governors and staff.

- We will support the Chairs in their role of ensuring appropriate conduct both at meetings and at all times.
- We are prepared to answer queries from other governors in relation to delegated functions and take into account any concerns expressed, and we will acknowledge the time, effort and skills that have been committed to the delegated function by those involved.
- We will seek to develop effective working relationships with the Executive Principal, the Principals, staff and parents, other relevant agencies and the community.

Confidentiality

- We will observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils.
- We will exercise the greatest prudence at all times when discussions regarding Academy business arise outside a governing body meeting.
- We will not reveal the details of any governors' vote.

Conflicts of interest

- We will record any pecuniary or other business interest (including those related to people we are connected with) that we have in connection with the Dixons Academies Trust's business in the Register of Business Interests, and if any such conflicted matter arises in a meeting we will offer to leave the meeting for the appropriate length of time.
- We will also declare any conflict of loyalty at the start of any meeting should the situation arise.
- We will act in the best interests of the Academy as a whole and not as a representative of any group, even if elected to a governing body.

Breach of this code of conduct

- If we believe this code has been breached, we will raise this issue with the chair and the chair will investigate; in the first instance, we shall seek to resolve any difficulties or disputes in a constructive way; we shall use suspension or removal in the case of repeated or serious breaches. This applies to all governors no matter how they have been appointed.
- Should it be the chair that we believe has breached this code, another governor from the Trust Board or Governing Council, will investigate.

Adopted by the Trust Board / Governing Council / Local Governing Body of the Dixons Academies Charitable Trust Ltd

(Chair)

(date)