

1	Basco Catholic Education Trust Mission Statement.....	2
2	Aims, scope and principles.....	2
3	The 7 Nolan principles of public life.....	
4	Trustee Responsibilities.....	4
5	Local Governing Committee Responsibilities.....	7
6	Working with others.....	8
7	Commitment to governance.....	8
8	Openness and transparency.....	8
9	Confidentiality.....	9

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The Basco Catholic Education Trust is a Christ-centred family of Catholic academies, within the Diocese of
Hemel Hempstead and Brighton, working together as one body to provide an outstanding education for all. As Catholic
schools, we endeavour to develop confident, compassionate and faithful young people. Through partnership
and mutual support, we seek to enable all those entrusted to our care to become the person
God intended them to be.

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“Serve faithfully”

This policy sets out the standards of conduct that we expect all trustees/local governors to
follow.

By creating this policy, we ensure that trustees/local governors carry out their role with honesty and
integrity, and help us to ensure that our schools are an environment where everyone is safe, happy and treated
with respect. We will continue to uphold the Catholic character of the trust and the individual schools.

The code is based on the [Catholic Education Trust Handbook](#) and the [Academy Trust Handbook](#). It should be read

> **Contribute to school self evaluation**

> **Engage in the process of school self evaluation with the effective and realistic standards that**

> **Support and strengthen trust leadership by providing constructive challenge to leaders, and holding them to account**

> **Respect the role of the executive and school leadership teams and a discipline in convening operational matters**

> **Respect each other's view**

> For each **who has served at any point over the past 12 months**
Their full name

Our commitment to data protection does not overrule our duty to report child protection concerns to the appropriate channel where we believe a child is at risk of harm

We will inform the trust's data protection officer immediately if we believe that there has been a personal data breach

We will:

- **Abide by any requirements set out in our trust's "Acceptable Use of Social Media" policy**

We will not:

- **Accept friend requests from pupils and not join any private parent groups associated with the trust or any of our schools**
- **Disclose any information which is confidential or would breach data protection principles**
- **Make comments online about any Members of the board of trustees/local governors or school communities**
- **Post any inappropriate/offensive language, images or comments on social media that may bring us or the trust into disrepute**

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 board of trustees/local governors

This policy links with our policies on

- **Child Protection and Safeguarding**

If we suspect a trustee has breached the code of conduct, we will follow this procedure

- > A Member of the trust will investigate
- > A Member of the trust will hold a meeting with the trustee to discuss the issue. The trustee can bring a friend to the meeting. Another trustee/local governor will attend to corroborate any decisions
- > If the situation does not improve, or there is another suspected breach, we will take action to improve the issue. This may involve

Further meetings with the Member to reset expectations, based on this code of conduct

Support, mentoring or training for the trustee

Making sure the trustee withdraws from votes connected to any disputes they have been involved in

- > If there is no improvement in the trustee's behaviour; the board will vote on a motion to ask the Members to remove them in accordance with sections 168 and 169 of the [Companies Act 2006](#) and the trust's articles of association. This is a last resort and will not be used without the above steps being taken, except in exceptional circumstances

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