



Confederation of School Trusts

CODE OF ETHICS FOR TRUSTEES AND DIRECTORS

CODE SCOPE

This code covers all trustees and directors of the Confederation of School Trusts (the Group).

The Group includes:

- Confederation of School Trusts (CST) (Company number 05303883)
- CST Professional Development Limited (Company number 10354936)

The Group adopts the seven principles of public life as an articulation of our code of ethics. We believe the seven principles below should govern our individual and collective behaviour and the conduct all our meetings and activities.

1. Selflessness

Trustees and directors will act solely in terms of public benefit. We will not act in order to gain financial or other benefits for ourselves, our family or our friends.

2. Integrity

Trustees and directors will not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence us in the performance of the role of trustee. We will respect confidentiality understanding what confidentiality means in practice for the Group, its board and individuals.

3. Objectivity

In carrying out the business of the organisation, trustees and directors will make choices based on merit and in the interests of the Association and its members, avoiding any decisions or actions which could bring the Association into disrepute.

4. Accountability

Trustees and directors are accountable for their decisions and actions to CST's members and the public and will submit ourselves to whatever scrutiny is appropriate to the role. We will act jointly and accept a majority decision – making decisions collectively, standing by them and not acting individually unless specifically authorised to do so.

5. Openness

Trustees and directors will be as open as possible about all the decisions and actions we take and prepared to defend them if publicly challenged. We will engage actively and openly in respectful discussion, debate and voting in meetings – contributing positively, listening carefully and challenging sensitively so that a climate of positive and constructive challenge is fostered.

6. Honesty

Trustees and directors will declare any private interests relating to trusteeship and take steps to resolve any conflicts arising in a way that protects the public benefit.

7. Leadership



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Trustees and directors will promote and support these principles by leadership and example, demonstrating good governance through our corporate behaviour. We will work considerately and respectfully with all – respecting diversity, different roles and boundaries.