

Code of Governance¹

1. Organisational purpose

The board is clear about the organisation's aims and ensures that these are being delivered effectively and sustainably.

Key outcomes:

- The board has a shared understanding of and commitment to the charity's purposes and can articulate these clearly.
- The board can demonstrate that the organisation is effective in achieving its purposes and agreed outcomes.

2. Leadership

The organisation is led by an effective board that provides strategic leadership in line with the charity's aims and values.

Key outcomes:

- The board, as a whole, and trustees individually, accept collective responsibility for ensuring that the organisation has a clear and relevant set of aims and an appropriate strategy for achieving them.
- The board agrees the organisation's vision, values and reputation and leads by example, requiring anyone representing the organisation reflects its values positively.
- The board makes sure that the organisation's values are reflected in all of its work, and that the ethos and culture of the organisation underpin the delivery of all activities.

3. Integrity

The board acts with integrity. It adopts values, applies ethical principles to decisions and creates a welcoming and supportive culture which helps achieve the organisation's charitable purposes. The board is aware of the significance of the public's confidence and trust in charities. It reflects the organisation's ethics and values in everything it does. Trustees undertake their duties with this in mind, being aware of their fiduciary duty to act in the best interests of the organisation, managing its resources responsibly and in line with our charitable purpose. The board exercise independent judgement, ensure compliance with the law and Charity Commission guidance, and act with integrity, prudence and reasonable care.

Key outcomes

- The board safeguards and promotes the organisation's reputation by living its values and by extension promotes public confidence in the wider sector.
- Trustees and those working for or representing the organisation are seen to act with honesty, trustworthiness and care, and support its values.
- The board acts in the best interests of the organisation's purposes and its beneficiaries, creating a safe, respectful and welcoming environment for those who come into contact with it.

¹ Based on the [Charity Governance Code](#)

- The board makes objective decisions about delivering the organisation's purposes. It is not unduly influenced by those who may have special or personal interests. This applies whether trustees are elected, nominated, or appointed. Collectively, the board is independent in its decision making.
- No one person or group has undue power or influence in the organisation. The board recognises how individual or organisational power can affect dealings with others.

4. Decision-making, risk and control

The board makes sure that its decision-making processes are informed, rigorous and timely and that effective delegation, control and risk assessment and management systems are set up and monitored.

Key outcomes:

- The board is clear that its main focus is on strategy, performance and assurance, rather than operational matters, and reflects this in what it delegates.
- The board has a sound decision-making and monitoring framework which helps the organisation deliver its charitable purposes. It is aware of the range of financial and non-financial risks it needs to monitor and manage.
- The board promotes a culture of sound management of resources but also understands that being over-cautious and risk averse can itself be a risk and hinder innovation.
- Where aspects of the board's role are delegated to committees, staff or contractors, the board keeps responsibility and oversight.

5. Board effectiveness

The board works as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions.

Key outcomes:

- The board's culture, behaviours and processes help it to be effective; this includes accepting and resolving challenges or different views.
- All trustees have appropriate skills and knowledge and can give enough time to be effective in their role.
- The chair enables the board to work as an effective team by developing strong working relationships between members of the board and creates a culture where differences are aired and resolved.
- The board takes decisions collectively and confidently. Once decisions are made the board unites behind them and accepts them as binding.

6. Equality, diversity and inclusion

The board has a clear, agreed and effective approach to supporting equality, diversity and inclusion throughout the organisation and in its own practice. This approach supports good governance and the delivery of the organisation's charitable purposes.

Key outcomes:

- The principles of equality, diversity and inclusion are embedded in the organisation and help to deliver the charity's public benefit.

- Obstacles to participation are reduced, with the organisation's work designed and open for everyone included within its charitable purposes. This supports the organisation to challenge inequality and achieve improved equality of outcomes.
- The board is more effective because it reflects different perspectives, experiences and skills, including, where applicable, from current and future beneficiaries.

7. Openness and accountability

The board leads the organisation in being transparent and accountable. The organisation is open in its work, unless there is good reason for it not to be.

Key outcomes:

- The organisation's work and impact are appreciated by its members and stakeholders.
- The board ensures that the organisation's performance and interaction with its members and stakeholders are guided by the values, ethics and culture put in place by the board. Trustees make sure that the organisation collaborates with stakeholders to promote ethical conduct.
- The organisation takes seriously its responsibility for building public trust and confidence in its work.
- The organisation is seen to have legitimacy in representing its members and stakeholders.

Signed by the CST Board:

Sir Hamid Patel CBE, Chair

Susan Douglas CBE

Lorrayne Hughes OBE

Jacqueline Russell

Stephen Snelson

Luke Sparkes

Pam Tuckett

Ed Vainker OBE

Pam Wright OBE