



HARMONIZE ACADEMY

Code of Conduct

Trustees, Directors and Governors

2025-2026

Trust, Respect, Compassion, Forgiveness

Harmonize Academy Code of Conduct for Trustees, Directors and Governors of Harmonize Academy

Serving as a Trustee/Director/Governor of a school or other such public institution is a both a privilege and a responsibility. Trustees/Directors/Governors of Harmonize Academy (henceforth referred to as Governors) are expected to adhere to the Nolan principles, which are the basis of the ethical standards expected of those who hold public office:

1. Selflessness

Holders of public office should act solely in terms of the public interest.

2. Integrity

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

3. Objectivity

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

4. Accountability

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

5. Openness

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

6. Honesty

Holders of public office should be truthful.

7. Leadership

Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

In addition, Governors are required to:

1. Support the Vision, Ethos and Values of Harmonize Academy

HA is a school with a Christian ethos. Its vision is that the students achieve their fullest potential, leave with aspiration and a vision for life, and have the opportunity to learn about their faith and experience God's love through our values of trust, respect, compassion and forgiveness. It is of primary importance to the founders and members that the school continually operates in line with the vision and ethos and these values.

2. Act as advocates for Harmonize Academy

This will include refraining from involvements that conflict with their interest in Harmonize Academy, such as working for or governing a rival institution.

3. Attend meetings

Governors must make every effort to attend all full board and relevant committee meetings, ensuring that valid reasons are given for any absences.

4. Undertake any required/agreed training

Governors are expected to undertake agreed training, including basic training in the role of a governor, safeguarding awareness and refreshers, as well as training relevant to their responsibilities. They are also encouraged to undertake training in areas of interest related to their roles as trustees/directors/governors.

5. Be diligent in discharging their responsibilities

These include the key responsibility to support and challenge the school via the Principal, as well as delivering any specific responsibilities they have agreed to take on: committee chair, link governor and so on. As part of the general governance responsibility, governors are expected to visit the school from time to time to keep in touch with its daily realities. During these visits they will observe the school's rules and guidelines for interaction with the staff and young people.

6. Maintain confidentiality

All Governors are expected to maintain confidentiality regarding Harmonize Academy matters, as appropriate.

7. Participate in full board and individual governor evaluation, which will include any and all of:

- Skills audit;
- Setting individual governor objectives;
- Individual self-assessment;
- Peer review;
- 360° evaluation of chair;
- One-to-one meetings with chair;
- NGA Twenty Questions questionnaire for governing bodies;
- Any other governing body evaluation framework that the board agrees would be helpful to the governing body's development.

Next annual review: September 2026