

## Trustee Code of Conduct

This Code sets out the standards of behaviour expected of Trustees of John Muir Trust's Board of Trustees. The Code incorporates the Nolan principles of standards in public life <sup>1</sup>. It aims to ensure that all Trustees observe the highest standards of propriety and act in the best interests of John Muir Trust (the Trust) at all times.

### Values

Trustees' behaviour and attitudes are consistent with the values of the Trust: bold, positive, honest, collaborative and pragmatic.

### Respect

Trustees must treat each other, members of staff and others they come into contact with when working in their role with respect and courtesy at all times. They must respect the role of staff and let them work unhindered.

### Commitment

Trustees must devote sufficient time preparing for and attending meetings to ensure they add value to the Board's work.

### No personal benefit

Trustees must not benefit from their position beyond what is allowed by the law and what is in the interests of the Trust. Trust staff time and resources must be used prudently. Trustees should take decisions solely in terms of the Trust's interests. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

### Conflicts of interest

Trustees should identify and promptly declare any actual, potential or perceived conflicts affecting them. They must absent themselves from any discussion where there is any such conflict.

### Probity

Trustees must comply with any rules agreed by the Board including those relating to the acceptance of gifts and hospitality and the avoidance of activities which might compromise the Trust's political neutrality.

---

<sup>1</sup> Guidance available here: <https://www.gov.uk/government/publications/the-7-principles-of-public-life>



**Openness and accountability**

Trustees must be open, responsive and accountable to each other, members of staff and other stakeholders about their decisions, actions and work, including their use of Trust resources.

Trustees must disclose anything in their past which could bring the Trust into disrepute e.g. removal from any previous governance role or membership of organisations which may conflict with the aims, principles and values of the John Muir Trust.

**Confidentiality**

Trustees must respect the status of confidential issues they read and discuss. They are bound to maintain the status of this material and any discussions.

**Integrity**

Trustees are required to use their knowledge, expertise and experience to take the best decisions they can in the interests of the Trust. They are equally and collectively responsible for all decisions of the Board. Trustees should also promote and support the principles of good governance by leadership and example and should act in an individual capacity and not as a representative of any group, organisation or individual.

**Statement of acceptance**

I have read and understood the above Code of Conduct for Trustees. I agree to abide by the standards set in the code.

Signed: .....

Name (please print): .....

Date: .....