

Horses for Good

TRUSTEE CODE OF CONDUCT

As a trustee of Horses for Good I promise to abide by the fundamental values that underpin all activities of the organisation. These are as follows:

Our values

Accountability

Everything Horses for Good does will be able to stand the test of scrutiny by the public, the media, the Charity Commission, members, stakeholders, funders, parliament and the courts.

Integrity and honesty

These will be the hallmarks of all conduct when dealing with colleagues within Horses for Good and equally when dealing with individuals and institutions outside it.

Transparency

Horses for Good strives to maintain an atmosphere of openness throughout the organisation to promote the confidence of the public, stakeholders, staff, charity regulators and parliament.

Additionally, I agree to the following:

Law, mission, policies

I will act within the governing document of Horses for Good and abide by the policies and procedures of the organisation.

I will not break the law or go against charity regulations in any aspect of my role as trustee.

I will support the objects and mission of Horses for Good and act as their guardian and champion.

I will develop and maintain an up-to-date knowledge of Horses for Good and its environment.

Horses for Good

Conflicts of interest

I will always strive to act in the best interests of the organisation as a whole and not as a representative of any group, considering what is best for Horses for Good and its present and future beneficiaries.

I will declare any conflict of interest, or any circumstance that might be viewed by others as a conflict of interest, as soon as it arises.

I will submit to the judgement of the Board and do as it requires regarding potential conflicts of interest.

Person to person

I will not break the law, go against charity regulations or act in disregard of organisational policies in my relationships with fellow trustees, staff, volunteers, members, service recipients, contractors or anyone I come into contact with in my role as trustee.

I will strive to establish respectful, collegiate and courteous relationships.

Where I also volunteer with the organisation I will maintain the separation of my role as a trustee and as a volunteer.

Protecting the organisation's reputation

I will not make public comments about the organisation unless authorised to do so.

Any public comments I make about Horses for Good will be considered and in line with organisational policy, whether I make them as an individual or as a trustee.

When I am speaking as a trustee of this organisation, my comments will reflect current organisational policy even when these do not agree with my personal views.

When speaking as a private citizen I will strive to uphold the reputation of the organisation and those who work in it.

I will respect organisational, Board and individual confidentiality.

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Personal gain

I will not personally gain materially or financially from my role as trustee, unless specifically authorised to do so, nor will I permit others to do so as a result of my actions or negligence.

I will use organisational resources responsibly. I will document expenses and seek reimbursement according to procedure.

I will not accept gifts or hospitality without the prior consent of the Chair.

On the Board of Trustees, the Chief Executive and Managers

I will strive to embody the principles of leadership in all my actions and live up to the trust placed in me by Horses for Good.

I accept my responsibility to ensure that Horses for Good is well run and will raise issues and questions in an appropriate and sensitive way to ensure that this is the case.

I will abide by Board governance procedures and practices.

I will strive to attend all Board meetings, giving apologies ahead of time to the Chair if unable to attend.

I will study the agenda and other information sent to me in good time prior to the meeting and be prepared to debate and vote on agenda items during the meeting.

I will honour the authority of the Chair and respect her role as meeting leader.

I will engage in debate and voting in meetings according to procedure, maintaining a respectful attitude toward the opinions of others while making my voice heard.

I will accept a majority Board vote on an issue as decisive and final.

I will maintain confidentiality about what goes on in meetings unless authorised by the Chair or Board to speak of it.

Horses for Good

Enhancing governance

I will participate in induction, training and development activities for trustees.

I will continually seek ways to improve Board governance practice.

I will strive to identify good candidates for trusteeship and appoint new trustees on the basis of merit.

I will support the Chair in her efforts to improve her leadership skills.

I will support the Chief Executive in her executive role and, with my fellow Board members, seek development opportunities for her.

Leaving the Board

I understand that substantial breach of any part of this code may result in my removal from the Trustee Board.

Should procedures be put in motion that may result in my being asked to resign from the Board, I will be given the opportunity to be heard. In the event that I am asked to resign from the Board, I will accept the majority decision of the Board and resign at the earliest opportunity.

Should I resign from the Board I will inform the Chair in advance in writing, stating my reasons for resigning. Additionally, I will participate in an exit interview.

Signed:

Name:

Date: