



CODE OF CONDUCT FOR REDWINGS TRUSTEES

I _____ hereby affirm that:

- I will act within the terms of the governing document of Redwings Horse Sanctuary ('Redwings') and abide by the policies and procedures of the organisation. This includes having knowledge of the contents of the Memorandum and Articles of Association, the relevant policies and procedures and managing the processes of governance.
- I will act in accordance with the 'Nolan principles' which have been recognised as essential to good conduct in public office. These principles are Selflessness; Integrity, Objectivity; Accountability; Openness; Honesty; and Leadership.
- I will support the objects, vision and mission of Redwings, championing it, using my skills or knowledge I have to further that mission and seeking expert advice where appropriate.
- I will be an active Trustee, making my skills, experience and knowledge available to Redwings and seeking to do what additional work I can outside Trustee meetings, including sitting on sub-committees.
- I understand that the principles of general charity law impose on me a general duty to exercise such care and skill as is reasonable in the circumstances having particular regard to any special knowledge or experience I have.
- I will provide insight, wisdom and judgement including establishing appetite for risk.
- I will promote Redwings to as wide an audience of supporters, donors and beneficiaries as possible.
- I will respect organisational, Board and individual confidentiality, while never using confidentiality as an excuse not to disclose matters that should be transparent and open.
- I will respect majority decisions of the Board and will not act individually unless specifically authorised to do so.
- I will assist the Chair as an active member of the Trustee Board in exercising its responsibilities and functions including the recruitment of and ongoing support of the CEO.
- I will treat colleagues with respect and dignity.
- I will develop and maintain a sound knowledge of Redwings and its environment.
- I will use Redwings' resources responsibly, and when claiming expenses will do so in line with its procedures.
- I will ensure that the income of Redwings is spent solely for the purpose as laid out in the objectives.
- I will be accountable for my actions as a Trustee of Redwings and will submit myself to whatever scrutiny is appropriate.
- I accept duty to ensure that Redwings is well run and economically viable and will raise issues and questions in an appropriate way to ensure that this is the case. This will include agreeing monitoring and tracking organisational vision, mission, strategic plans and objectives and ensuring that these are delivered by the senior management team.

Managing Interests

- I will not gain materially or financially from my involvement with Redwings.
- I will act in the best interests of Redwings as a whole. Unless authorised by the Board, I will not put myself in a position where my personal or other interests conflict with my duty to act in the interests of the organisation. Where there is a conflict of interest, I will ensure that this is managed effectively in line with Redwings' policy,
- I understand that a failure to declare a conflict of interest may be considered to be a breach of this code.

Meeting Attendance

- I will attend all relevant Board and committee meetings and other appointments for Redwings, or give apologies.
- Whilst in a remote location during a scheduled Redwings Board or committee meeting, and time is available for the purpose, I will make best efforts, through use of technology available, to contribute to meeting.
- I will prepare fully for meetings-reading papers, querying anything I don't understand and thinking through issues in good time for meeting.

Governance

- I will actively contribute towards improving the governance of the Trustee Board, participating in induction and training and sharing ideas for improvement with the Board.

Relations with others

- I will work considerably and respectfully with all those I come into contact with at Redwings. I will respect diversity, different roles and boundaries, and shun giving offence.
- I will understand and reflect the views of all stakeholders and will aim to resolve any differing interests as required.
- I recognise that the roles of Trustees, volunteers and staff are different, and I will respect the difference between these roles.
- I will seek to support and encourage all those I come into contact with at Redwings. In particular, I recognise my responsibility to support the Chair and the senior management team.

Leaving the Board

- I understand that substantial breach of any part of this code may result in procedures being put in motion that may result in my being asked to resign from the Trustee Board and upon leaving I will resign my membership of the charity.
- Should this happen, I will be given the opportunity to be heard. In the event that I am asked to resign from the Trustee Board I will accept the majority decision of the Board in this matter and resign at the earliest opportunity.
- If I wish to cease being a Trustee of Redwings at any time, I will inform the Chair in advance in writing, stating my reasons for leaving.

As a Redwings Trustee I agree to honour the content and spirit of this code:

Signed
Name
Date