

1. Purpose

1.1. The purpose of this code of conduct for trustees is to:

- 1.1.1. provide the trustees of Rise (the **Trustees**) with clear guidelines as to their standard of behaviour, responsibilities and best practice in fulfilling their obligations to Rise;
- 1.1.2. help all Trustees act in a way which upholds the charity's standards and at the same time, protect them from criticism, misunderstanding or complaint; and
- 1.1.3. help to build trust between Rise and the people who come into contact with it, be it partners, stakeholders or beneficiaries.

1.2. For further information on the legal responsibilities of a charity trustee, please see the Charity Commission guidance [The Essential Trustee; What You Need to Know, What You Need to Do](#).

2. Scope

- 2.1. References in this code to the "charity" are to Rise North East (**Rise**).
- 2.2. References to a "Trustee" are to a person selected to serve as a trustee of Rise.
- 2.3. Disregarding this code could, in certain circumstances, result in Trustees being removed from their roles.
- 2.4. All Trustees will be provided with a copy of this code of conduct on their appointment. The code will also be published on the Rise website.

3. Standards & Attitudes

- 3.1. All Trustees are expected to give the highest possible standards of service to their fellow Trustees and the charity more generally, acting at all times in the best interests of Rise.
- 3.2. All Trustees are expected to act with inclusivity, integrity and in an ethical manner.
- 3.3. All Trustees are expected to act at all times in accordance with the charity's Conflicts of Interest Protocol.
- 3.4. All Trustees are expected to report to the Chair or the Senior Independent Trustee any perceived or anticipated impropriety, breach of procedure or policy of the charity.

3.5. The Nolan Principles exemplify the standards that are required and are set out below. These are a guide for Trustees to follow in addition to the other requirements of this code of conduct.

4. The Nolan Principles

4.1. Selflessness

The Trustees have a general duty to act in the best interests of the charity. They should not do so in order to gain financial or other material benefits for themselves, their family or their friends.

4.2. Integrity

Trustees must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in the performance of their role. 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.

4.3. Objectivity

In taking decisions connected to this role, including making appointments, awarding contracts, investing resources or transacting any other business, the Trustees should make their decisions impartially, fairly and on merit, using the best evidence and without any discrimination or bias.

4.4. Accountability

The Trustees are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their role.

4.5. Openness

The Trustees should be as open as possible about all decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider interests of the charity demand. See also paragraph 5 below.

4.6. Honesty

The Trustees have a duty to be truthful. They must declare any interests relating to their trustee role and to take steps to resolve any conflicts that may arise in a way that protects the interests of Rise.

4.7. Leadership

The Trustees should promote and support the principles stated above by leadership and example. They should be willing to challenge poor behaviour when it occurs.

5. Confidentiality and Disclosure of Information

- 5.1. Rise recognises the importance of an open, transparent culture with clear communication and public accountability. It is the charity's aim to be as open as possible about all its activities. The law requires that certain information must be available to the charity's auditors, the Charity Commission and other relevant Government departments, funders, and the public.
- 5.2. Different rules apply in different situations. If a Trustee is in any doubt as to whether they can or should release any particular information, they should check with the Chair, the Senior Independent Director or the CEO.
- 5.3. The confidentiality of information received in the course of a Trustee's duties should be respected and must never be used for personal or political gain. Trustees should not pass such information on to others who might use it in such a way. If Trustees believe that information should be disclosed in the public interest, this should be discussed with the Chair, Senior Independent Director or the CEO.

6. Review

- 6.1. This code of conduct will be reviewed every two years, or more frequently as appropriate.

Last reviewed: August 2022