EAST OF ENGLAND & EAST MIDLANDS
REGIONAL YOUTH WORK UNIT

East of England & East Midlands Regional Youth Work Unit (RYWU)

TRUSTEE CODE OF CONDUCT

This Code of Conduct sets out the full standards of behaviour, responsibility and integrity expected of all Trustees of the East of England & East Midlands Regional Youth Work Unit.

1. Purpose of this Code

This Code of Conduct sets out the standards of behaviour, responsibility and integrity expected of all Trustees of the East of England & East Midlands Regional Youth Work Unit (the Unit). It supports good governance, accountability and collective leadership, and safeguards the Unit's reputation, independence and effectiveness. Compliance with this Code is a condition of appointment and ongoing service as a Trustee.

2. Core Values

Trustees will uphold and promote the Unit's values, including youth-centred practice, integrity, accountability, equity, diversity and inclusion, collaboration and professionalism. Trustees will ensure that the voice, safety and wellbeing of young people remain central to all strategic decisions.

3. Legal and Fiduciary Duties

Trustees must comply with their duties under charity and company law, including acting in the best interests of the Unit, exercising reasonable care, skill and diligence, ensuring public benefit, safeguarding assets, and ensuring compliance with legal, regulatory and contractual obligations. Trustees must be familiar with the governing documents and policies of the Unit.

4. Collective Responsibility and Decision-Making

Trustees share collective responsibility for Board decisions and must support agreed decisions publicly, even where they held differing views during discussion. Trustees will engage constructively, base decisions on evidence, respect the role of the Chair and maintain confidentiality.

5. Conflicts of Interest and Loyalty

Trustees must declare all actual, potential or perceived conflicts of interest promptly and update the Register of Interests as required. Trustees must withdraw from discussions or decisions where conflicts exist and must not place themselves under obligations that could compromise their duty of loyalty to the Unit.

6. Conduct and Behaviour

Trustees will act with respect, courtesy and professionalism, fostering a culture of openness and constructive challenge. Trustees must not engage in harassment, bullying, discrimination or abuse of position and must avoid behaviour that could bring the Unit into disrepute.

7. Safeguarding and Duty of Care

Trustees share responsibility for ensuring a strong safeguarding culture. This includes ensuring appropriate policies, procedures, training and oversight arrangements are in place and responding promptly to safeguarding concerns in line with policy.

8. Relationship with Staff and Volunteers

Trustees provide strategic direction and oversight and must respect the operational role of staff. Trustees must not give direct instructions to staff outside agreed governance arrangements and should raise concerns through the Chair or appropriate governance processes.

9. Confidentiality and Information Governance

Trustees must respect the confidentiality of Board discussions and sensitive information and comply with data protection and information security requirements. Information obtained as a Trustee must only be used for legitimate governance purposes.

10. Equality, Diversity and Inclusion

Trustees will promote inclusive governance, challenge discrimination and consider the impact of decisions on under-represented and marginalised groups, supporting anti-racist and trauma-informed youth work practice.

11. Attendance, Preparation and Engagement

Trustees are expected to attend meetings regularly, prepare thoroughly, contribute constructively and engage in induction, training and ongoing development. Persistent non-attendance may result in review of Trustee role.

12. External Representation and Communications

Trustees may represent the Unit externally when authorised and must ensure public statements align with agreed positions. Trustees must clearly distinguish personal views from those of the Unit.

13. Gifts, Hospitality and Expenses

Trustees must declare gifts or hospitality, avoid accepting benefits that could compromise impartiality and claim expenses only in accordance with the Unit's Expenses Policy.

14. Breaches of the Code

Concerns about breaches should be raised with the Chair or Vice-Chair. Serious or persistent breaches may result in action under the governing documents, including removal from office.

15. Review and Adoption

This Code will be reviewed periodically by the Board, provided to all Trustees on appointment and signed annually as a commitment to good governance. Trustee Declaration I confirm that I have read, understood and agree to comply with this Trustee Code of Conduct.

Trustee Declaration

I confirm that I have read, understood and agree to comply with this Trustee Code of Conduct.

Name: _____

Signature: _____

Date: _____