

Cultural Purbeck Community Interest Company (CIC)

Code of Conduct for Directors

Aligns with the Companies Act 2006, CIC Regulations 2005, and the CIC Regulator's published guidance.

Policy Issue Date May 2026; Policy Review Date May 2028.

1. Purpose of this Code

This Code of Conduct sets out the standards of behaviour, integrity, and accountability expected of all Directors of Cultural Purbeck Community Interest Company (hereinafter Cultural Purbeck CIC). It complements the statutory duties of Directors under the Companies Act 2006 and the specific regulatory obligations placed on Community Interest Companies. All Directors agree to uphold this Code as a condition of their appointment.

2. Commitment to Community Benefit

- Act at all times in the best interests of the community Cultural Purbeck CIC exists to serve.
- Ensure that decisions, resources, and activities demonstrably advance community benefit and cultural enrichment across Purbeck.
- Avoid any action that could reasonably be seen as prioritising private, personal, or organisational gain over community outcomes.

3. Upholding the Asset Lock

- Protect the CIC's asset lock, ensuring that assets, funds, and surpluses are used only for community benefit.
- Ensure that any profit distribution complies strictly with CIC regulations and the company's Articles.
- Prevent misuse, misappropriation, or diversion of assets for private advantage.

4. Compliance with Directors' Duties (Companies Act 2006)

- Acting within the CIC's constitution and powers.
- Promoting the success of the CIC for the benefit of the community.
- Exercising independent judgment.
- Acting with reasonable care, skill, and diligence.
- Avoiding conflicts of interest.
- Not accepting benefits from third parties.
- Declaring any direct or indirect interest in proposed transactions or arrangements.

5. Integrity, Transparency, and Accountability

- Act honestly, ethically, and with integrity in all dealings.
- Ensure transparency in decision-making, financial stewardship, and governance.
- Maintain accurate records and support timely filing of statutory returns, including the CIC34 Community Interest Report.
- Respond constructively to scrutiny from the CIC Regulator, auditors, funders, and the community.

6. Conflicts of Interest

- Declare all actual, potential, or perceived conflicts of interest at the earliest opportunity.
- Withdraw from discussions or decisions where a conflict exists.
- Not use their position to secure preferential treatment for themselves or connected persons.

7. Collective Responsibility and Board Conduct

- Uphold collective responsibility for Board decisions once made.
- Engage in respectful, constructive debate and challenge.
- Support a culture of inclusion, accessibility, and fairness.
- Maintain confidentiality of Board discussions unless formally agreed otherwise.
- Attend meetings regularly, prepare thoroughly, and contribute actively.

8. Safeguarding, Equality, and Accessibility

- Champion Cultural Purbeck CIC's commitment to accessibility, inclusion, and equitable participation.
- Ensure that safeguarding responsibilities are understood and upheld across all programmes and events.
- Promote a culture where discrimination, harassment, or exclusion are not tolerated.

9. Stewardship of Public Trust

- Ensure that the CIC's reputation is protected and enhanced.
- Communicate responsibly and accurately in public forums.
- Avoid any behaviour that could bring the CIC into disrepute.

10. Compliance with Law, Regulation, and Policy

- Comply with all relevant legislation, including company law, charity-related regulation where applicable, data protection, safeguarding, and health and safety.
- Adhere to the CIC's Articles of Association, Board policies, and governance procedures.
- Ensure that the CIC continues to meet the community interest test at all times.

11. Breach of the Code

- The Chair (or Vice-Chair) will initiate a proportionate review.
- The Board may take action including formal warning, suspension, or removal in accordance with the Articles.
- Serious breaches may be reported to the CIC Regulator or other authorities where required.

12. Acceptance

All Directors must sign the following declaration upon appointment and at each annual review:

"I confirm that I have read, understood, and agree to abide by the Cultural Purbeck CIC Code of Conduct for Directors."

Signature: _____

Name: _____

Date: _____