

GOVERNORS' CODE OF CONDUCT

Name of Responsible Manager / Headteacher:	Mr JDF Martin
Policy Owner:	Mrs Catherine Sreedharan
Date of Policy Review by Governing Body:	September 2016
Date of last Policy Review:	September 2023
Date of next Policy Review:	September 2025

Once this code has been adopted, all governors agree to abide by it.

We will focus on our core governance functions:

1. Ensuring there is clarity of vision, values and strategic direction.
2. Holding executive leaders to account for the educational performance of the organisation and its pupils and the performance management of staff.
3. Overseeing the financial performance of the organisation to make sure its money is well spent and ensuring risks to the school are appropriately managed.
4. Ensuring the voices of stakeholders are heard.

As individual board members, we agree to:

Fulfil our role & responsibilities

1. We understand that the purpose of the board and our role is strategic, and respect the role and responsibilities of senior management in day to day management.
2. We fully cooperate with individual requests that are necessary to ensure organisational compliance such as disclosure and barring checks.
3. We only speak or act on behalf of the school when we have the authority to do so.
4. We stand by the decisions that we make as a collective.
5. We fulfil our responsibilities to school staff, ensuring a safe working environment, support for their wellbeing, and act fairly and without bias.
6. We consider how our decisions may affect the school and local community.
7. We develop, share and live the ethos and values of the school.
8. In making or responding to criticism or complaints we follow the established procedures..
9. We actively support and respectfully challenge the senior management.
10. We work collectively for the benefit of the school.
11. We agree to adhere to the school's policies and the procedures of the governing board as set out by the relevant governing documents and law.
12. We strive to uphold the school's reputation in our private communications (including on social media).

13. Where decisions and actions conflict with the Seven Nolan Principles of Public Life (see Appendix below) or may place pupils at risk, we speak up and bring this to the attention of the relevant authorities.
14. We have regard to our responsibilities under The Equality Act and work to advance equality of opportunity for all.

Demonstrate our commitment to the role

1. We involve ourselves actively in the work of the governing board, and accept our fair share of responsibilities, including service on committees or working groups where required.
2. We make every effort to attend all meetings and where we cannot attend explain in advance why we are unable to.
3. We arrive at meetings prepared and ready to make a positive contribution and observe protocol.
4. We get to know the school well and respond to opportunities to involve ourselves in school activities.
5. We will visit the school, with all visits arranged with relevant staff in advance and observe school and board protocol.
6. When visiting the school in a personal capacity (i.e. as a parent or carer), we continue to honour the commitments made in this Code.
7. We consider our individual and collective needs for induction, training and development on an ongoing basis, prioritising and undertaking relevant training.

Build and maintain relationships

1. We work as a team, creating an inclusive environment in which constructive working relationships are actively promoted.
2. We express views openly, courteously and respectfully in all our communications with other governors, and staff both in and outside of meetings.
3. We support the chair in their role of leading the board and ensuring appropriate conduct.
4. We respect the remit of, and engage constructively with, relevant authorities and other schools.
5. We develop effective working relationships with senior management, staff and parents, the local authority and other stakeholders in our community.

Respect confidentiality

1. We observe complete confidentiality both inside and outside school when matters are deemed confidential or where they concern specific members of staff or pupils.
2. We do not reveal the details of any governing board vote.
3. We ensure that all confidential papers are held and disposed of appropriately.
4. We maintain confidentiality even after we leave office.

Declare conflicts of interest and be transparent

1. We declare any business, personal or other interest that we have in connection with the governing board's business and these are recorded in the Register of Business Interests.

2. We also declare any conflict of loyalty at the start of, or during, any meeting should the need arise.
3. If a conflicted matter arises in a meeting, we offer to leave the meeting for the duration of the discussion and any subsequent vote.
4. We accept that the Register of Business Interests will be published on the school's website.
5. We act in the best interests of the school as a whole and not as a representative of any group.
6. We accept that in the interests of open governance, our full names, date of appointment, terms of office, roles on the governing board, attendance records, relevant business and pecuniary interests, category of governor and the body responsible for appointing us will be published on the school's website.
7. We accept that information relating to governors will be collected and logged on the DfE's national database, some of which will be publicly available.

Breach of this code of conduct

- If we believe this code has been breached, we will raise the issue with the chair and the chair will investigate.
- If we believe the chair has breached this code, another governing board member, such as the vice chair will investigate.

Appendix

The Seven Nolan Principles of Public Life

Selflessness - We act solely in terms of the public interest.

Integrity - We avoid placing ourselves under any obligation to people or organisations that might try inappropriately to influence us in our work. We will not act or take decisions in order to gain financial or other material benefits for ourselves, our family or our friends. We declare and resolve any interests and relationships.

Objectivity – We act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Accountability – We are accountable to the public for our decisions and actions and will submit ourselves to the scrutiny necessary to ensure this.

Openness - We act and take decisions in an open and transparent manner. Information will not be withheld from the public unless there are clear and lawful reasons for so doing.

Honesty – We are truthful.



Leadership – We exhibit these principles in our own behaviour. We actively promote and robustly support the principles and are willing to challenge poor behaviour wherever it occurs.