

Code of Conduct for Academy Improvement Committee

This code sets out the expectations on and commitment required from local governors in order for the committee to properly carry out its work within the academy and the community. It applies to all level of academy governance.

The Committee is authorised to investigate any activity within its terms of reference or specifically delegated to it by the Trustees through the Scheme of Delegation.

As individuals on the committee we agree to the following:

The responsibilities of local governors include:

- Ensuring the quality of educational provision
- Providing support and challenge to the academy leadership team
- Holding academy leaders to account against a range of broad and measurable outcomes identified in the Academy Improvement Plan
- Helping the academy to set high standards by planning for the academy's future and setting targets for academy improvement and future performance

Specifically, this means that governors will:

- Ensure high outcomes for young people
- Identify and deal with areas of underperformance, including the implementation of the Academy Improvement Plan
- Use the resources available to the academy to raise standards and provide evidence of the success of the strategies adopted
- Ensure that the educational provision aligns with the nature of each Academy and the strategic aims and values of the Trust
- Report directly to the Board of Trustees

In order to discharge these duties and make a significant difference to the quality of education provided by the academy, governors should:

- Demonstrate a commitment to furthering the achievement and progress of all learners within the academy
- Have a commitment to the values of the Enquire Learning Trust
- Have a commitment to collaborate working including making a contribution to the development of the Trust and it's academies
- Have a passion for developing learning across the locality served by the academies
- Work with the Trust's code of conduct
- Demonstrate a commitment to the Seven Principles of Public Life

Commitment

- We acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.
- We will each involve ourselves actively in the work of the committee and accept our fair share of responsibilities.
- We will make full efforts to attend all meetings and where we cannot attend explain in advance why we are unable to.

- We will get to know the academy well and respond to opportunities to involve ourselves in academy activities.
- We will visit the academy, with all visits to academy arranged in advance with the employee and undertaken within the framework established by the committee or Trustees and agreed with the Principal.
- We will consider seriously our individual and collective needs for training and development, and will undertake relevant training
- We will participate in enquiries across all the academies overseen by our committee
- We accept that in the interests of open government, our names, terms of office, roles on the committee, category of governor and the body responsible for appointing us will be published on the academy's website.

Relationships

- We will strive to work as a team in which constructive working relationships are actively promoted.
- We will express views openly, courteously and respectfully in all our communications with other governors.
- We will support the chair in their role of ensuring appropriate conduct both at meetings and at all times.
- We are prepared to answer queries from other governors in relation to delegated functions and take into account any concerns expressed, and we will acknowledge the time, effort and skills that have been committed to the delegated function by those involved.
- We will seek to develop effective working relationships with the Principal, employee and parents, the local authority and other relevant agencies and the community.

Confidentiality

- We will observe complete confidentiality when matters are deemed confidential or where they concern specific members of employee or pupils, both inside or outside academies.
- We will exercise the greatest prudence at all times when discussions regarding academy business arise outside a committee meeting.
- We will not reveal the details of any committee vote.

Conflicts of interest

- We will record any pecuniary or other business interest (including those related to people we are connected with) that we have in connection with the committee's business in the Register of Business Interests, and if any such conflicted matter arises in a meeting we will offer to leave the meeting for the appropriate length of time.
- We accept that the Register of Business Interests will be published on the academies and Trust's website.
- We will also declare any conflict of loyalty at the start of any meeting should the situation arise.
- We will act in the best interests of the academy and the Trust as a whole and not as a representative of any group, even if elected to the committee.

Breach of this code of conduct

- If we believe this code has been breached, we will raise this issue with the chair and the chair will investigate; the board of Trustees will only use suspension/removal as a last resort after seeking to resolve any difficulties or disputes in more constructive ways.
- Should it be the chair that we believe has breached this code, another governor, such as the vice chair will investigate.

The Seven Principles of Public Life

Originally published by the Nolan Committee: The Committee on Standards in Public Life was established by the then Prime Minister in October 1994, under the Chairmanship of Lord Nolan, to consider standards of conduct in various areas of public life, and to make recommendations).

Selflessness - Holders of public office should act solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

Integrity - Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.

Objectivity - In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

Accountability - Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness - Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

Honesty - Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership - Holders of public office should promote and support these principles by leadership and example.

I can confirm that I have read and understood the Academy Improvement Committee Code of Conduct.

Signed:

Name:

Date: