

TLP Governor Code of Conduct

September 2026

As Governors, we agree to uphold and promote the vision and values of the Trust through our conduct as Governors. We will recognise and follow the Trust's Scheme of Delegation . We agree to operate within this Code of Conduct, abide by equality legislation in the Equalities Act 2010, Public Sector Equality Duty, and adhere to the Nolan Principles of Public Life.

AMBITION

As Governors, we will:

- i. Set high expectations for educational outcomes, leadership and governance within our school.
- ii. Champion the Trust and School's vision and strategic priorities.
- iii. Provide constructive support and challenge to school leaders.
- iv. Promote continuous improvement and innovation.
- v. Remain focused on securing the best possible outcomes for all pupils.

This means in practice:

- a. Coming prepared to meetings and asking thoughtful questions.
- b. Using evidence to provide appropriate support and challenge.
- c. Focusing on the impact of decisions on pupils and school improvement.
- d. Supporting long-term success and sustainability.

INCLUSION

As Governors, we will:

- i. Show respect to all members of the school community.
- ii. Value different perspectives, experiences and backgrounds.
- iii. Promote equality, diversity and fairness in decision-making.
- iv. Help ensure all voices are heard and considered.
- v. Foster positive relationships with school leaders, staff, families and the wider community.

This means in practice:

- a. Listening respectfully, particularly when views differ.
- b. Considering the needs of all pupils, including disadvantaged and vulnerable groups.
- c. Acting professionally and courteously in all communications.
- d. Working collaboratively as a united governing board, bound by collective responsibility.

OPPORTUNITY

As Governors, we will:

- i. Support the school in creating opportunities that enable all pupils to thrive.
- ii. Help identify and remove barriers to success.
- iii. Promote equality of access, participation and achievement.
- iv. Engage positively with families and the wider community.
- v. Champion the Trust commitment to improving life chances.

This means in practice:

- a. Keeping pupils wellbeing, achievement and future opportunities at the centre of decisions.
- b. Taking particular account of those facing disadvantage.
- c. Supporting a broad and ambitious educational experience for every pupil.
- d. Advocating for the interests of the whole school community.

FOUNDATION BEHAVIOURS

A Work as a team:

- i. Act collectively and (publicly) support decisions once made.
- ii. Respect collective responsibility.
- iii. Build professional relationships.
- iv. Challenge constructively in meetings.

B Act with integrity:

- i. Be honest, transparent and accountable.
- ii. Declare and manage conflicts of interest.
- iii. Maintain confidentiality inside and outside of school, as well as after leaving office.

C Respect roles and boundaries:

- i. Accept that LGB terms of reference and Governor responsibilities will be determined by the Trust Board and its Scheme of Delegation.
- ii. Respect the role of the Headteacher and school leaders.
- iii. Avoid involvement in operational matters.
- iv. Follow agreed protocols when visiting schools, either as a governor or in a personal (parental) capacity.
- v. Understand that a governor cannot act on their own without the proper authority of the Trust or LGB.

D Communicate professionally:

- i. Communicate clearly and respectfully.
- ii. Respond in a timely manner.
- iii. Raise concerns through appropriate channels.

E Commit to the role:

- i. Attend and prepare for meetings.
- ii. Engage in training and development on an ongoing basis and as prescribed by the Trust.
- iii. Act as ambassadors for the school and Trust.

F Manage Conflicts of Interest and Transparency:

- i. Declare business, personal and financial interests and accept that these will be published.
- ii. Withdraw from discussions where a conflict (perceived or real) exists.
- iii. Comply with DBS and governance requirements.
- iv. Understand that personal contact information may be shared with school leaders and others involved with governance for the purpose of running effective governance.

G Respect Confidentiality:

- i. Treat confidential information appropriately and securely.
- ii. Maintain confidentiality after leaving office.

Breach of this Code of Conduct

If any Governor, Trustee or member of staff believes this code has been breached, this should be raised with the Chair of the Local Governing Board and/or Chair of Trustees. The LGB Chair will investigate and seek to resolve concerns constructively. Where a breach is significant, suspension or removal from office may be considered by the Trust Board in accordance with governance procedures.

Version:

Approved by Governance Committee July 2026