



Code of Conduct for the Governing Body

This code of conduct sets out the commitment and expectations required from Local Governors in order for the Governing Body to properly carry out its work within the school and the community.

Each Governor is asked to sign a copy of the code when they join the Governing Body and are asked to countersign and redate their original entry on an annual basis, otherwise they are required to complete a new entry. Signed copies should be retained by the Trust.

There are high expectations of Local Governing Bodies; as a subcommittee of the Trust board, they have an important role to play in supporting and challenging the school and school leaders with regards to the quality of education, stakeholder and community views, safeguarding and SEND, making sure every child gets the best possible education.

Governing Bodies should have a strong focus on the following three core strategic functions:

- *Ensuring clarity of vision, ethos and strategic direction;*
- *Holding leaders to account for the educational performance of the school and its pupils, and the management of staff; and*
- *Ensuring the vision and ethos of the school are in line with the Trust vision & ethos and lead to positive outcomes for pupils*

This amounts to a demanding role for the Governing Body and can only be done well if ALL Governors are committed to doing what is best for the school and the children it serves.

It is important that Governing Bodies play a strategic role, and avoid routine involvement in operational matters and the day-to-day running of the school. They should focus strongly on holding the Headteacher and other senior leaders to account for exercising their professional judgement in these matters and all of their other duties.

Governing Bodies are also expected to demonstrate accountability, by:

- Monitoring the educational performance of the school and progress towards agreed targets;*
 - Engaging with stakeholders; and*
 - Contributing to school self-evaluation.*
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As individuals on the Governing Body we agree to the following:

Role & Responsibilities

- We understand the purpose of the Governing Body and its strategic role.
- We accept that we have no legal authority to act individually, except when the Trust board has given us delegated authority to do so, and therefore we will only speak on behalf of the Governing Body when we have been specifically authorised to do so.
- We accept collective responsibility for all decisions made by the Governing Body. This means that we will not speak against majority decisions outside the Governing Body meeting.
- We will consider carefully how our decisions may affect the community and other schools / the Trust.
- We will always be mindful of our responsibility to maintain and develop the ethos and reputation of our school and the Trust. Our actions within the school and the local community will reflect this.
- In making or responding to criticism or complaints affecting the school/Trust we will follow the procedures established by the Trust.
- We will actively support and challenge the Headteacher and senior leaders, but at the same time respect the role of the Headteacher and senior leaders, along with their responsibility for the day to day management of the school and avoid any actions which might undermine such arrangements.
- We will use social media responsibly and ensure that neither our personal/professional reputation, nor the school's reputation is compromised by inappropriate postings.
- We will be required to declare any criminal convictions to the Chair or the Chair of the Trust Board and supply an update if there should be any change in status of criminal convictions.

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 Governing Body, and accept our fair share of responsibilities, including service on committees or working groups.
- 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 school well and respond to opportunities to involve ourselves in school activities.
- We will visit the school, with all visits arranged in advance, with proper notice in line with the governor visits policy. Meetings will be undertaken within the framework established by the Trust or Governing Body, as well as agreed with the Headteacher.
- We will consider seriously our individual and collective needs for training and development, and will undertake relevant training.
- We accept that in the interests of open governance, our full names, date of appointment, terms of office, roles on the Governing Body, 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.
- In the interests of transparency, we accept that information relating to Governors will be collected and logged on the DfE's national database of Governors.



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, Trustees, Staff and other stakeholders.
- We will support the Chair in their role of ensuring appropriate conduct both at meetings and at all times.
- We will confront malpractice by speaking up against and bringing to the attention of the relevant authorities' any decisions and actions

that conflict with the Seven Principles of Public Life (see annex 1) or which may place pupils at risk.

- 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 Trust, Headteacher, staff, parents, relevant agencies and the local community.

Confidentiality

- We will observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils, both inside or outside of the school.
- We will exercise the greatest prudence at all times when discussions regarding school business arise outside a Governing Body meeting.

- We will not reveal the details of how Governors voted in any Governing Body vote.
- We will ensure all confidential papers are held and disposed of appropriately.

Ceasing to be a Governor

- We understand that the requirements relating to confidentiality will continue to apply after a Governor leaves office.

Breach of this code of conduct

- If we believe this code has been breached, we will raise this issue with the Chair or the Trust board, who will then investigate.
- The Trust board 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, a Trustee will investigate.



Annex 1 - 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.

Integrity:

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

Objectivity:

Holders of public office must act and make decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Accountability:

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

Openness:

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

Honesty:

Holders of public office should be truthful.

Leadership:

Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.



Confirmation of agreement to abide by this code of conduct, which has been agreed by the Governing Body of the School:

Undertaking

As a member of the Governing Body I will always have the well-being of the children and the reputation of the school and Trust at heart; I will do all that I can to be an ambassador for the school and Trust publicly supporting its aims, values and ethos; I will never say or do anything publicly that would bring the school or Trust into disrepute.

Name:

Signed:

Date:

School: