

Code of Conduct for Governors 2022-23



Name			Category of Governor	Code of Conduct Signed	
Miss	Alice	Beveridge	Staff	20/7/2022	
Dr	Rebecca	Gibbon	Co-opted	12/8/2022	
Mrs	Linda	Hawbrook	Co-opted	20/7/2022	
Ms	Anna	Reynolds	Parent	20/7/2022	
Mrs	Catherine	Stratton	Headteacher	To be signed for 2022-23	
Mr	Jonathan	Wainwright	Foundation	7/11/2022	Appointed 26/9/2022
Mr	Chris	Webster	Parent	16/11/2022	
Dr	Daphne	Whiteoak	Local Authority	20/7/2022	

Background

In law the governing body is a corporate body, which means:

- no governor can act on her/his own without proper authority from the full governing body;
- all governors carry equal responsibility for decisions made, and
- although appointed through different routes (i.e. parents, staff, Local Authority), the overriding concern of all governors has to be the welfare of the school as a whole.

For governing bodies to carry out their role effectively, **governors must be:**

- Prepared and equipped to take their responsibilities seriously;
- Acknowledged as the accountable body by the lead professionals;
- Be supported by the appropriate authorities in that task; and
- Be willing and able to monitor and review their own performance.

This code of conduct reflect our school's values and governors, in signing the code, agree to adhere to these values:

- Compassion
- Courage
- Forgiveness
- Friendship
- Generosity
- Justice
- Perseverance
- Respect
- Trust
- Truthfulness
- Service
- Thankfulness

Code of Conduct Statement

1. We understand the purpose of the governing body and the role of the Headteacher.
2. We are aware of and accept the Nolan seven principles of public life as set out at the end of this code.
3. We accept that we have no legal authority to act individually, except when the governing body 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.
4. We have a duty to act fairly and without prejudice, and in so far as we have responsibility for staff, we will fulfil all that is expected of a good employer.
5. We will encourage open governance.
6. We accept collective responsibility for all decisions made by the governing body or its delegated agents.
7. We will consider carefully how our decisions may affect the community and other schools.
8. We will always be mindful of our responsibility to maintain and develop the ethos and reputation of our school.
9. In making or responding to criticism or complaints affecting the school we will follow the procedures established by the governing body.

Commitment

1. We acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.
2. We will each involve ourselves actively in the work of the governing body, and accept our fair share of responsibilities, including service on committees, working groups or monitoring visits.
3. We will make full efforts to attend and participate actively in all meetings and where we cannot attend explain in advance in full why we are unable to. Our individual annual attendance rate at meetings should be not less than 60%, unless due to long term illness or maternity/paternity leave.
4. We recognise that a governor may be removed from office on the passing of a resolution following their continuous absence for a period of six months without acceptance of their apologies (taken from the first day of their first absence).
5. We will get to know the school well and respond to opportunities to involve ourselves in school activities.
6. Our visits to school will be arranged in advance with the staff and undertaken within the framework established by the governing body.
7. We will consider seriously our individual and collective needs for training and development, and will undertake relevant training
8. We are committed to actively supporting and challenging the Headteacher.
9. We will ensure we fulfil all our legal responsibilities particularly in regard to Safeguarding.

Relationships

1. We will strive to work as a team in which constructive working relationships are actively promoted.
2. We will express views openly, courteously and respectfully in all our communications with other governors.

3. We will support the chair in their role of ensuring appropriate conduct both at meetings and at all times.
4. 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.
5. We will seek to develop effective working relationships with the staff, parents, local authority and other relevant agencies and the community.

Confidentiality

1. We will observe complete confidentiality when matters, including written material, are deemed confidential or where they concern specific members of staff or pupils, both inside or outside school.
2. We will exercise the greatest prudence at all times when discussions regarding school business arise outside a governing body meeting.
3. We will not reveal the details of any governing body vote.

Conflicts of interest

1. We will record any pecuniary or other business interest that we have in connection with the governing body's business in the Register of Business Interests.
2. We will declare any pecuniary interest - or a personal interest which could be perceived as a conflict of interest - in a matter under discussion at a meeting.

Breach of this code of practice

- If we believe this code has been breached, we will raise this issue with the Chair and the Chair will investigate;
- Should it be the Chair that we believe has breached this code, another governor, such as the Vice Chair will investigate;
- We understand that any allegation of a material breach of this code of practice by any governor shall be raised at a meeting of the governing body, and, if agreed to be substantiated by a majority of governors, shall be minuted and can lead to consideration of suspension or removal from the governing body.
- The governing body should only use removal as a last resort after seeking to resolve any difficulties or disputes in more constructive ways. In the event of removal, the governing body shall follow due process set out in regulations 20-25 of the School Governance (Constitution) (England) Regulations 2012.

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.

Approved by Governors May 2021

This code will be confirmed by the governing body on an annual basis.

Signed

Printed name

Date