

CODE OF CONDUCT FOR GOVERNORS

INTRODUCTION

This is not a statutory Code of Conduct but reflects the DFE guidance and legislation on the expectations and conduct of governors and governing bodies.

GENERAL

- ❖ Governors have responsibility for the broad policies, plans and procedures within which the school operates. This means they determine, monitor and keep under review such issues. Governors should recognise that the Head Teacher is responsible for the implementation of policy, day to day management of the school and operation of the curriculum.
- ❖ All governors are appointed with equal status and must operate in the best interest of pupils and the school as a whole.
- ❖ Governors are required to focus on the core functions of providing strategic leadership, holding the Headteacher to account and making sure that the school's money is well spent.
- ❖ Governors should seek to establish a vision which supports continual improvement and maintains and develops the ethos and reputation of the school.
- ❖ Governors have a duty to act fairly and without prejudice at all times. The overall good of the school must always override governors' personal feelings and individual concerns.
- ❖ As they share responsibility for the employment of all staff, governors should fulfill all reasonable expectations of a good employer.
- ❖ Governors should consider carefully how their decisions might affect other schools.
- ❖ The Governing Body should recognise that it is accountable for its decisions.

COMMITMENT

- ❖ Being a governor requires the commitment of significant amounts of time and energy. Individual governors should have regard to this when agreeing to serve.
- ❖ Regular attendance at meetings of the full governing body, committees and working groups is essential.
- ❖ All governors are required to have the skills necessary to contribute to effective governance and the success of the school. Skills may include personal attributes, quality and capabilities and the ability to learn and develop new skills. Governors will be expected to participate in training and development activities in order to increase their knowledge and understanding of governance.
- ❖ All governors should involve themselves actively and constructively in the work of the governing body and accept a fair share of responsibilities, including service on committees and working parties.

- ❖ Governors should know the school well and take all possible opportunities for involvement in school activities including contact with pupils as appropriate.

RELATIONSHIPS

- ❖ Governors should operate as a team in which constructive working relationships lead to effective governance.
- ❖ Governors should develop effective working relationships with Headteachers, staff, parent groups, the Local Authority, the Diocesan authorities and other relevant agencies, where appropriate.
- ❖ Governors should seek to assist their school to build relationships with businesses and other employers to enhance the education and raise aspirations of pupils.

CONFIDENTIALITY

- ❖ Although decisions reached at governors' meetings are normally made public through the minutes or otherwise, the discussions on which the decisions were based should be regarded as confidential.
- ❖ Individual governors should observe complete confidentiality in relation to matters concerning staff or pupils and any other matters agreed by the governing body.
- ❖ Governors should exercise the highest degree of caution when involved in sensitive issues arising outside the governing body, which may have an impact on the work of the governing body or the operation of the school.

CONDUCT

- ❖ Governors should express their views openly within meetings but accept collective responsibility for all decisions.
- ❖ Apart from very specific instances for the Chair, governors should recognise that they have no individual powers and should only speak or act on behalf of the governing body when specifically authorised.
- ❖ All governors' visits to schools should be within a framework which has been established by the governing body and agreed with the Headteacher.
- ❖ Governors should establish and then follow procedures for responding to criticism or complaint relating to the school in accordance with the governing body's complaints policy.
- ❖ Any concern or possible criticism about the school should be discussed with the Headteacher in the first instance.

SEVEN PRINCIPLES OF PUBLIC LIFE –NOLAN REPORT

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.