

Eastcombe Primary School Governors Code of Conduct

The purpose of the governing board is to provide confident, strategic leadership and to create robust accountability, oversight and assurance for educational and financial performance. All governing boards, have three core functions:

- Ensuring clarity of vision, ethos and strategic direction;
- Holding executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff;
- Overseeing the financial performance of the organisation and making sure best value is achieved.

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

- No governor can act on her/his own without proper authority from the full governing board;
- All governors carry equal responsibility for decisions made;
- Although appointed/elected through different routes (i.e. parents, staff, local authority co-opted, foundation), the overriding concern of all governors has to be the welfare of the school as a whole;
- In law, every governor must hold a Disclosure and Barring Service certificate and a Section 128 check in line with statutory requirements contained within the Department for Education's (DfE) Governance Handbook and Keeping Children Safe in Education.

As individuals on the board we agree to:

Fulfil our role & responsibilities

1. We accept that our role is strategic and so will focus on our core functions rather than involve ourselves in day to day management.
2. We will respect the role of the headteacher and their responsibilities for the management of the organisation and avoid any actions that might undermine such arrangements.
3. We will develop, share and live the ethos and values of our school.
4. We agree to adhere to school/trust policies and procedures as set out by the relevant governing documents and law.
5. We will work collectively for the benefit of the school.
6. We will be candid but constructive and respectful when holding senior leaders to account.
7. We will consider how our decisions may affect the school and local community.
8. We will stand by the decisions that we make as a collective.
9. Where decisions and actions conflict with the Seven Principles of Public Life (see appendix 1) or may place pupils at risk, we will speak up and bring this to the attention of the relevant authorities.
10. We will only speak or act on behalf of the board if we have the authority to do so.
11. We will fulfil our responsibilities as a good employer, acting fairly and without prejudice.
12. When making or responding to complaints we will follow the established procedures.
13. We will strive to uphold the school's reputation in our private communications.

Commitment to the role

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 board, and accept our fair share of responsibilities, including service on committees or working groups.
3. We will make full efforts to attend all meetings and where we cannot attend explain in advance why we are unable to.
4. We will get to know the school well and respond to opportunities to involve ourselves in school activities.
5. We will visit the school, with all visits arranged in advance with the headteacher and undertaken within the framework established by the governing board.
6. When visiting the school in a personal capacity (ie as a parent or carer) we will maintain our underlying responsibility as a governor.
7. We will consider seriously our individual and collective needs for induction, training and development, and will undertake relevant training.

Building and maintaining 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 and trustees, the Clerk to the Governing Board and school staff both in and outside of meetings.
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, take into account any concerns expressed and 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 head teacher, staff and parents, the local authority and other relevant agencies and the community.
6. We will not use our position to gain advantage in other relationships with the school or community (e.g. as a teacher, employee, parent or councillor).

Declare conflicts of interest and be transparent

1. We will declare any business, personal or other interest that we have in connection with the board's business and these will be recorded in the Register of Business Interests.
2. We will also declare any conflict of loyalty at the start of any meeting should the need arise.
3. If a conflicted matter arises in a meeting, we will offer to leave the meeting for the duration of the discussion and any subsequent vote.
4. We accept that the Register of Business Interests will be published on the school's website.
5. We will act in the best interests of the school as a whole and not as a representative of any group.
6. We accept that in the interests of open governance, our full names, date of appointment, terms of office, roles on the governing board, 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.

7. We accept that information relating to board members will be collected and recorded on the DfE's national database of governors (Get information about schools), some of which will be publicly available.

Respect confidentiality

1. We will observe complete confidentiality both inside and outside of school when matters are deemed confidential or where they concern individual staff, pupils or families.
2. We will not reveal the details of any governing board vote.
3. We will ensure all confidential papers are held and disposed of appropriately.
4. We will ensure confidentiality extends to any use of social media we undertake.
5. We will maintain confidentiality even after we leave office.

We understand that potential or perceived breaches of this code will be taken seriously and that a breach could lead to formal sanctions.

The governing board agree that this code of conduct will be reviewed annually, upon significant changes to the law and policy or as needed and it will be endorsed by the full governing board. Governors will sign the code at the first governing board meeting of each school year.

Adopted by Eastcombe Primary School Governors on:

Declaration

As a member of the governing board I will always have the wellbeing of the children and the reputation of the school at heart; I will do all I can to be an ambassador for the school, publicly supporting its aims, values and ethos as well as upholding and supporting its policies, vision, ambitions and high expectations and demonstrating the highest standards of behaviour in respect thereto. I will never say or do anything publicly that would embarrass the school, the governing board, the Head Teacher or staff.

Signed:

Print name:

Date:

Department for Education's (DfE) Governance Handbook: available from <https://www.gov.uk/government/publications/governance-handbook> last accessed 20th November 2022.

Keeping Children Safe in Education: available from <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2> last accessed 20th November 2022.

Appendix 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. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

Governors should act in the interest of the pupils, parents, staff and community.

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.

Governors should declare all interests annually and at meetings, and agree to have them published on the school website.

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.

Governors should make informed decisions in the best interests of the school.

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.

Governors should make themselves available to families and members of the community and be prepared to answer for decisions taken to the Local Authority, Diocese, Ofsted, as appropriate.

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.

Governors should ensure that minutes are available to be read and that decisions are made following agreed delegated arrangements.

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.

Governors should act honestly at all times and ensure minutes and documentation reflect this.

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

Governors should act as role models for each other and for the school community.

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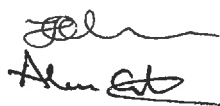
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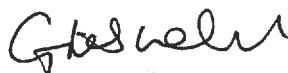
Faye Smith
Alan Crockett



16.1.23

16/1/23.

Giles Wesser



16/1/23

Mike Reynolds



16/1/23

Emily Luckham



16.1.23

Catherine Monk



16.1.23