

## GOVERNORS' CODE OF CONDUCT

### AS GOVERNORS, WE WILL FOCUS ON OUR STRATEGIC FUNCTIONS:

1. Ensuring there is clarity of vision, ethos and strategic direction.
2. Holding executive leaders to account for the educational performance of the organisation and its students and the performance management of staff.
3. Overseeing the financial performance of the organisation and making sure its money is well spent.
4. Ensuring the voices of stakeholders are heard.

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 develop, share, and live the ethos and values of our schools.
3. We agree to adhere to school policies and procedures as set out by the relevant governing documents and law.
4. We will work collectively for the benefit of the school.
5. We will be candid but constructive and respectful when holding senior leaders to account.
6. We will consider how our decisions may affect the school and local community.
7. We will stand by the decisions that we make as a collective.
8. Where decisions and actions may place students at risk, we will speak up and bring this to the attention of the relevant authorities.
9. We will only speak or act on behalf of the board if we have the authority to do so.
10. We will fulfil our responsibilities as a good employer, acting fairly and without prejudice.
11. When making or responding to complaints we will follow the established procedures.
12. We will strive to uphold the school's reputation in our private communications (including on social media).

### DEMONSTRATE OUR COMMITMENT TO THE ROLE

1. We will involve ourselves actively in the work of the board, and accept our fair share of responsibilities, serving on committees or working groups where required.
2. We will make every effort to attend all meetings and where we cannot attend explain in advance why we are unable to.
3. We will arrive at meetings prepared, having read all papers in advance, ready to make a positive contribution and observe protocol.
4. We will get to know the school/s well and respond to opportunities to involve ourselves in school activities.
5. We will visit the school at least twice annually, and when doing so will make arrangements with relevant staff in advance.
6. We will complete relevant governor visit documentation within 10 working days of visiting the school.
7. We will participate in training at least twice annually to ensure the overall skills of governors develop.

8. We will take responsibility for developing our individual and collective skills and knowledge on an ongoing basis.

#### BUILD AND MAINTAIN RELATIONSHIPS

1. We will develop effective working relationships with school leaders, staff, parents and other relevant stakeholders from our local communities.
2. We will express views openly, courteously and respectfully in all our communications with board members and staff both inside and outside of meetings.
3. We will support the chair in their role of leading the board and ensuring appropriate conduct.

#### 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, students 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 maintain confidentiality even after we leave office.

#### 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. We will act in the best interests of the school as a whole and not as a representative of any group.
5. 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.
6. 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 publically available.
7. We understand that potential or perceived breaches of this code will be taken seriously and that a breach could lead to formal sanctions.