



GOVERNORS CODE OF CONDUCT & CONFIDENTIALITY AGREEMENT

Date of last review	Autumn 2026
Date of next review	Autumn 2027
Policy type	Non-statutory

Review period	Yearly
Committee	Governing Body

Jesus said, 'I am the Good Shepherd... I know my sheep and my sheep know me.' John 10.14

Our Vision

We are inspired to be a vibrant, joyful community in which we know and love one another, leading together and growing together by:

- Appreciating everyone and everything around us
- Making one another feel safe
- Sharing, so no one feels left out
- Living well together in love
- Moving forward together in hope

This code of conduct is intended to ensure that governors act, individually and collectively, in accordance with our vision and serve the common good of our whole community.

General division of responsibilities

The Headteacher is responsible for the day to day management of the school, the implementation of policies and the operation of the curriculum. Governors have a responsibility for determining, monitoring and keeping under review the policies, plans and procedures within which the school operates.

The Headteacher's Responsibilities

- Day to day management of the school
- Implementation of policies
- Operation of the curriculum

Governors' Responsibilities

The main functions of the governing body are divided between the wellbeing of pupils and staff and education standards and progress.

The three core functions of the Governing Body are:

- Ensuring clarity of vision, ethos and strategic direction
- Holding school leaders to account for the educational performance of the school and its pupils, and the performance management of staff
- Overseeing the financial performance of the school and making sure its money is well spent

Aim

The main aim of the school is to raise, and maintain, the educational achievement of all its pupils and the wellbeing of staff.

The governing body will contribute most effectively to this aim by focusing on the following roles:

- To act as a critical friend by providing support and advice to the school
- To hold the school to account for the educational standards it achieves and the quality of the education it provides
- To discuss all matters relating to the buildings and site of the school

Governance

All Governors have equal status their central concern being the welfare of the school as a whole.

Governors have a duty to act fairly and without prejudice at all times.

In so far as they have, or share, responsibility for the employment of staff, governors should fulfil all reasonable expectations of a good employer.

Governors should be seen to encourage open government.

Governors do not act alone but as members of a team.

As a governing body we agree to abide by the Seven Principles of Public Life (also known as the Nolan Principles), which are set out as an appendix to this document.

Commitment

Being a governor involves time and energy and regard should be paid to this when agreeing to serve, or to continue to serve, on the governing body of the school.

All governors should accept a fair share of the responsibilities of the governing body, including service on committees.

Regular attendance at both the full governing body and committees is essential.

Governors should get to know the school well and take opportunities to visit and become involved in school activities where appropriate.

Working Relationships

Governors should operate as a team and maintain constructive working relationships.

Governors should also develop good working relationships with the Headteacher, staff, parents and the local community.

Visiting the School

Governors may need to visit the school in order to see policies in action and how the school works.

Any visit should be arranged in advances with the Headteacher and other staff involved and visits should have a clear focus, linked to school policy, a curriculum area or an aspect of the school development plan.

If governors are concerned about any aspects of what they have seen this should be passed to the Headteacher.

After a visit the governor concerned should report back to the governing body, written reports may be required but these should not be shared with anybody outside the school community. A Governor visit form should be completed where necessary and passed to the clerk to the governors for recording/filing.

Confidentiality

Governors must observe complete confidentiality in their role as a member of the Governing Body especially in relation to matters concerning staff, pupils or parents.

While on most occasions governors are entitled to disclose the decisions made by the governing body, unless it was a confidential item, governors are not entitled to identify the views expressed by individual governors.

Governors must exercise the highest degree of prudence when discussion of potentially contentious issues arises outside the governing body.

Conduct

Although governors should express their views within meetings they must accept collective responsibility for decisions.

Governors should only speak or act on behalf of the governing body when asked to do so.

Visits to school should be undertaken within a framework established and agreed by the Headteacher and the governing body.

When responding to complaints relating to the school governors should refer to the school's complaints procedure for the correct procedure to be followed and advise any complainant accordingly.

Any pecuniary interest that a governor may have in connection with the school must be recorded by the Clerk.

Training and Development

Governors are encouraged to undertake training to further the work of the governing body.

Mentoring

An experienced governor may be asked to mentor a new governor; this can provide support and a listening ear for all aspects of the work of the governing body.

As a governor I expect...

- My attendance at meetings to be regular and punctual
- I will read the Agenda and relevant documents before the meeting and bring them to the meeting
- I will expect the Chair to keep to the Agenda, pace the meeting so that time is given to each matter and all members will have an opportunity to contribute while keeping discussions to the point
- I will expect the decision making process at meetings to be clear
- I will accept collective responsibility for decisions taken, even those I may not personally agree with, and I will work together with other governors
- Minutes will summarise meetings succinctly, record decisions accurately and are made available within a reasonable period of time

Maggie Broomer.....

Malcom Foster.....

Iain Lane

Adam Barr.....

Jess Lourenco.....

Clerk to the Governing Body

The Seven Principles of Public Life

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 take 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 and treat others with respect. They should actively promote and robustly support the principles and challenge poor behaviour wherever it occurs.