



Brampton Abbotts CE Primary School



Bridstow CE Primary School



The Oak Meadow Federation

## Code of Conduct for Governors Policy

This policy will be reviewed and updated by the Governing Body at least every four years. All references to 'the school' imply both Brampton Abbotts and Bridstow Primary Schools.

Policy approved by Governing Body on 2<sup>nd</sup> March 2020

Signed Daniel Brearey, Headteacher

Paul Mason, GB Chair

Policy due for review March 2024

# Code of Conduct for Governors Policy

The following is not a definitive statement of responsibilities but is concerned with the common understanding of broad principles by which the Governing Body and individual governors will operate.

The Governing Body accepts the following principles and procedures: -

## General

- We have responsibility for determining, monitoring and keeping under review the broad policies, plans and procedures within which the school operates.
- We recognise that our headteacher is responsible for the implementation of policy, management of the school and the implementation and operation of the curriculum.
- We accept that all governors have equal status, and although appointed by different groups (i.e. parents, staff, LA) our overriding concern will be the welfare of the schools as a whole.
- We have no legal authority to act individually, except when the government has given us delegated authority to do so.
- We have a duty to act fairly and without prejudice, and in so far as we have responsibility for staff, we will fulfil all the legal expectations as, or on behalf of, the employer.
- We will encourage open government and shall be seen to be doing so.
- We will consider carefully, how our collective decisions may affect other schools.
- We accept that as governors we will act at all times in accordance with the Seven Principles of Public Life as established by the Nolan Committee 1996 and included here as an appendix.

## Commitment

- We acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.
- We will each involve ourselves positively in the work of the governing body, attend regularly and accept our fair share of responsibilities, including service on committees or working groups.
- We will get to know the schools well by taking part in the schools' programme of activities, where possible, and other planned opportunities for participation.
- We will consider seriously our individual and collective needs for training and development.

## Relationships

- We will strive to work at all times as a team.
- We will seek to develop effective working relationships with our headteacher, staff, parents, the Diocese, the LA, other relevant agencies and the community.
- We will provide appropriate support for the headteacher and staff of the school and do all we reasonably can to enable them to work effectively and efficiently.
- We will deal with differences of opinion with colleague governors and staff in an amicable and courteous way, at all times, avoiding aggressive or offensive behaviour.

## Confidentiality

- We will observe confidentiality regarding proceedings of the governing body in meetings and from our visits to schools as governors.
- We will observe complete confidentiality when required or asked to do so by the governing body, especially regarding matters concerning individual staff or students.
- We will exercise the greatest prudence if a discussion of a potentially contentious issue affecting either school arises outside the governing body.

### **Conduct**

- We will accept the authority of the Chair during all meetings of the governing body and its committees.
- We will encourage the open expression of views at meetings but accept collective responsibility for all decisions made by the governing body or its delegated agents. This means we will not speak out against decisions, in public or private, outside the governing body.
- We will speak or act on behalf of the governing body only when we have been specifically authorised to do so.
- In making or responding to criticism or complaints affecting either school we will follow the procedures established by the governing body.
- Our visits to the schools will be undertaken within the framework established by the governing body, and always by agreement with the headteacher and staff.
- In discharging our duties, we will always be mindful of our responsibility to maintain and develop the ethos and reputation of our schools.

### **Suspension**

- If the need arises to use the sanction of suspending a governor, we will do so by following the Procedures Regulations so as to ensure a fair and objective process.

### **Removal**

- We recognise that removing a governor from office is a last resort, and that it is the appointing bodies which have the power to remove those they appoint.
- If the need arises to use the sanction of removing a governor, we will do so by following the Constitution Regulations so as to ensure a fair and objective process.

## **Appendix**

(During the chairmanship of Lord Nolan, The Parliamentary Committee on Standards in Public Life recommended seven principles of conduct that should underpin the work of public authorities.)

### The Nolan principles are:

#### Selflessness

Holders of public office should take decisions 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 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.