

Governors Code of Conduct

Durley CE (Controlled) Primary School

Durley CE Primary School Governing Body has the following Core Strategic Functions:

Establishing strategic direction, by:

- Setting and ensuring clarity of vision, values and objectives for the school ensuring its distinctive Christian ethos and upholding the school's trust deed
- Agreeing the school improvement strategy with priorities and targets
- Meeting statutory duties

Ensuring accountability, by:

- Appointing the Headteacher
- Monitoring the educational performance of the school(s) and progress towards agreed targets
- Performance managing the Headteacher
- Engaging with stakeholders
- Contributing to school self-evaluation
- Implementing and monitoring the effectiveness of the schools improvement strategy

Overseeing financial performance, by:

- Setting the budget
- Monitoring spending against the budget
- Ensuring money is well spent and value for money is obtained
- Ensuring risks to the organisation are managed

In addition:

Ensure that other key players with a stake in the organisation get their voices heard by –

- Gathering the views of pupils, parents and staff and reporting on the results.
- Reaching out to the school's wider community and inviting them to play their part
- Using the views of stakeholders to shape the school's culture and the underpinning strategy, policy and procedures.

In law, the Governing Body is a corporate board. which means that no governor can act on their own without proper authority from the full governing board.

This Code of Conduct sets out the expectations and commitment required from governors in order for the Governing Body to effectively carry out its work.

As individuals on the Full Governing Body we agree to the following:

Roles and Responsibilities

- I agree to uphold and promote the distinctive Christian ethos of the school and ensure that it is reflected in the way in which the school is led
- I will be mindful of my responsibility to maintain and develop the Christian ethos and reputation of the school. My actions within the school and local community will reflect this .
- I will ensure that communications and decisions taken by the school are in line with Church of England policy and practice, and at all times to liaise with the Director of Education regarding any public statements, media engagement or similar wider communications
- I understand the purpose of the governing body and the role of the executive leaders
- I understand how the role of the governing body differs from and works with others including the headteacher and where appropriate executive leaders.
- I accept that we have no legal authority to act individually, except when the governing body has given us delegated authority to do so and therefore we will only speak on behalf of the governing body when we have been specifically authorised to do so.
- I accept collective responsibility for all decisions made by the governing body or its delegated agents. This means that I will not speak against majority decisions outside the governing body meeting
- I have a duty to act fairly and without prejudice and in so far as I have responsibility for staff, I will fulfil all that is expected of a good governor
- I will encourage open governance and will act appropriately
- I will consider carefully how governance decisions may affect the church, the community and other schools
- I will always be mindful of our responsibility to maintain and develop the ethos and reputation of our school / group of schools. My actions within the school and local community will reflect this
- In making or responding to criticism or complaints, I will follow the procedures established by the governing body.
- I will actively support and challenge leaders.
- I will accept and respect the difference in roles between the governing body and staff, ensuring that I work with others collectively for the benefit of the organisation
- I will respect the role of the Headteacher and their responsibility for the day to day management of the organisation and avoid any actions that may undermine such arrangements
- I agree to adhere to the school's rules and policies and the procedures of the governing body as set out by the relevant governing documents and law
- When formally speaking or writing in my governing role, I will ensure that my comments reflect current organisational policy even if they may be different to my personal views
- When communicating in my private capacity (including on social media) I will be mindful of and strive to uphold the reputation of governors and the school(s)
- I will avoid, as far as possible, becoming involved in any communication which may lead to a conflict of interest with the role of the governing body.

Commitment

- I acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy
- I will involve myself actively in the work of the governing body and accept my fair share of responsibility, including service on committees and working groups where needed
- I will make every effort to attend all meetings and where I cannot attend, I will explain in advance why I am unable to attend
- I will get to know the school well and respond to opportunities to involve myself in school activities
- I will visit the school with all visits arranged in advance with the headteacher and in line with the visit policy
- When visiting the school in a personal capacity, I will maintain my underlying responsibility as a governor
- I will consider seriously my individual and collective needs for induction, training and development and will undertake regular relevant training
- I accept that in the interests of open governance, my full name, date of appointment, terms of office, role on the governing board, attendance records, relevant business and pecuniary interests, category of governor and the body responsible for appointing me will be published on the school website
- In the interests of transparency I accept that information relating to governors will be collected and logged on the DfE's national database of governors

Relationships

- I will strive to work as a team in which constructive working relationships are actively promoted
- I will express views openly, courteously and respectfully in all my communications with other governors, the clerk to the governing body and school staff both in and outside of meetings
- I will support the chair in the role of ensuring appropriate conduct both at meetings and at all times.
- I will confront malpractice by speaking out against and bringing to the attention of the relevant authorities' any decisions and actions that conflict with the Seven Principles of Public Life or which may place pupils at risk.
- I am prepared to answer queries from other board members in relation to delegated functions and take into account any concerns expressed, and I will acknowledge the time, effort and skills that have been committed to the delegated function by those involved
- I will seek to develop effective working relationships with the Headteacher staff and parents, the local authority, the diocese, the church and other local churches and relevant agencies and the community

Confidentiality

- I will observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils, both inside and outside the school
- I will exercise the greatest prudence at all times when discussions regarding school business arise outside of a governing body meeting
- I will not reveal details of any governing body vote

- I will ensure all confidential papers / records are held and disposed of appropriately
- I will ensure that confidential material is securely kept, including electronic records.

Conflicts of Interest

- I will record any pecuniary or other business interest (including those related to people I am connected with) that I have in connection with the governing bodies business in the 'Register of Business Interests' and if any such conflicted matter arises in a meeting I will offer to leave the meeting for the appropriate length of time
- I accept that the 'Register of Business Interests' will be published on the school's website
- I will declare any conflict of loyalty at the start of a meeting should the situation arise
- I will act in the best interests of the school as a whole and not as a representation of any group

Ceasing to be a governor

- I understand that the requirements relating to confidentiality will continue to apply after I leave office

As a governor, I agree to adhere to the 7 principles of public life


- Selflessness – Holders of public office should act solely in terms of public interest
- Integrity – Holders of public office must avoid placing themselves under any obligation to people or organisations that may 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 make decisions in an open and transparent manner. Information should not be withheld for the public unless there are clear and lawful reasons for doing so.
- Honesty – Holders of public office should be truthful
- Leadership – Holders of public office should exhibit these principles in their own behaviours. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs

Breach of this code of conduct

If I believe this code has been breached, I will raise the issue with the chair who will investigate further. The governing body will use suspension / removal as a last resort after seeking to resolve any disputes. Should it be the chair that I believe has breached this code, the Vice Chair will investigate.

This code of conduct has been adopted by the Governing Board of Durley C of E (Controlled) Primary School on.....10th February 2020

I have read this code of conduct and agree to abide by the code.

Signed: 
Name: JENNIFER CARKEET
Date: 10th February 2020

	KIRSTIE BAINES	10.2.2020
	GEORGINA HOWLER	" "
	JOSEPHINE BIRBECK	" "
	PHILIP MALE	" "
T. Metcalf	TANYA METCALF	" "
	JANE PAUL.	1-11
K. Robins.	KAREN ROBINS	" ~ "
	JUSTIN INNES	" "
	NICK APPS	" "
	DUNCAN HIGHAM	" "
	Ross Gray Mansinger	" "
	CHRIS TAYLOR	11