



# BARROW HEDGES PRIMARY SCHOOL

## CODE OF CONDUCT FOR GOVERNORS

### **The Governing Body has the following core strategic functions:**

Establishing the strategic direction, by:

- Setting the vision, values, and objectives for the school
- Agreeing the school improvement strategy with priorities and targets
- Meeting statutory duties

Ensuring accountability, by:

- Appointing the Headteacher
- Monitoring progress towards targets
- Performance managing the Headteacher
- Engaging with stakeholders
- Contributing to school self-evaluation

Ensuring financial probity, by:

- Setting the budget
- Monitoring spending against the budget
- Ensuring value for money is obtained
- Ensuring risks to the school are managed

### **As Individuals of the Governing Body we agree to the following:**

#### **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 the Headteacher is responsible for the implementation of policy, day-to-day management of the School and the implementation of the curriculum.
- We accept that all governors have equal status, and although appointed by different groups (i.e. parents, staff, LEA), our overriding concern will be the welfare and reputation of the school as a whole.
- We have no legal authority to act individually, except where the Governing Body 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 that is expected of a good employer.
- We will encourage open government and shall be seen to be doing so.
- We will consider carefully how our decisions may affect other schools and the community.

#### **Commitment**

- We acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.
- We will each involve ourselves actively 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 make full efforts to attend all meetings and where we cannot we will explain in full, in advance, why we are unable to.
- We will get to know the School well and respond to opportunities to involve ourselves in school activities.
- We will visit the School, with all visits arranged in advance with the staff and undertaken within the framework established by the Governing Body and agreed with the Headteacher.
- We will consider seriously our individual and collective needs for training and development and will undertake relevant training.
- We accept that in the interests of open government, our names, terms of office, roles on the governing body, category of governor and the body responsible for appointing us will be published on the school's website.

#### **Relationships**

- We will strive to work as a team.
- We will seek to develop effective working relationships with the Headteacher, staff, parents, the LEA and other relevant agencies and the community.
- We will express views openly, courteously and respectfully in all our communications with other governors.

- We will support the chair in their role of ensuring appropriate conduct both at meetings and at all times.
- We are prepared to answer queries from other governors in relation to delegated functions and take into account any concerns expressed, and we will acknowledge the time, effort and skills that have been committed to the delegated function by those involved.

### **Confidentiality**

- 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 school business, especially potentially contentious issues, arises outside the Governing Body.
- We will not reveal the details of any Governing Body vote.

### **Conduct**

- 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 that we will not speak out against majority decisions in public or private outside the Governing Body.
- We will only speak or act on behalf of the Governing Body when we have been specifically authorised to do so.
- In making or responding to criticism or complaints affecting the School we will follow the procedures established by the Governing Body.
- In discharging our duties we will always be mindful of our responsibility to maintain and develop the ethos and reputation of our School.

### **Conflicts of interest**

- We will record any pecuniary or other business interest that we have in connection with the Governing Body's business in the Register of Business Interests.
- We will declare any pecuniary interest, or a personal interest which could be perceived as a conflict of interest, in a matter under discussion at a meeting and offer to leave the meeting for the appropriate length of time. We accept that the Register of Business Interests will be published on the School's website.
- We will act in the best interest of the School as a whole and not as a representative of any group while elected to the Governing Body.

### **Breach of this code of conduct**

- If we believe this code has been breached we will raise this with the Chair and the Chair will investigate. The Governing Body will only use suspension/removal as a last resort after seeking to resolve any difficulties or disputes in more constructive ways.
- Should it be the Chair that we believe has breached this code, another governor, usually the Vice-chair will investigate.

The Governing Body of Barrow Hedges Primary School adopted this Code of Conduct on 14<sup>th</sup> December 2015. Governors will sign the Code at the first Governing Body meeting of each school year or at the start of their term of office.

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Undertaking:

I agree to abide by this code of conduct.

As a member of the Governing Body I will always have the well-being of the pupils 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; I will never say or do anything publicly that would embarrass the School, the Governing Body, the Headteacher or staff.

I will be mindful of the seven principles of public life: Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership.

Signed ..... Printed name .....

Date: .....