

# Spaxton Church of England School

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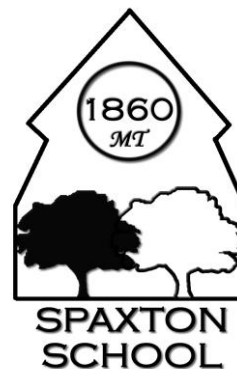
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# Governor's Code of Conduct Policy

Policy Reviewed	Next Review Due
November 2017	January 2020

## A CODE OF CONDUCT FOR THE GOVERNING BODY



## **Introduction**

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**

1. We have responsibility for determining, monitoring and keeping under review the broad policies, plans and procedures within which the school operates.
2. We recognise that the Headteacher is responsible for the implementation of policy and internal organisation and management of the school, and the implementation and operation of the curriculum.
3. We accept that all governors have equal status, and although appointed by different groups (i.e., parents, staff, Local Authority, Diocese) our overriding concern will be the welfare of the school as a whole.
4. We have no legal authority to act individually, except when the Governing Body has given us delegated authority to do so.
5. 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.
6. We will encourage open government and shall be seen to be doing so.
7. We will consider carefully, how our decisions may affect other schools.

## **Commitment**

8. We acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.
9. We will each involve ourselves actively in the work of the Governing Body, attend meetings regularly, and accept our fair share of responsibilities, including membership of committees or working groups.
10. We will get to know the school well and respond to opportunities to involve ourselves in school activities.
11. We will ensure that our individual and collective needs for training and development are consistently monitored, and opportunities to undertake relevant training and development are sought.

## **Relationships**

12. We will strive to work as a team. Drawing on the model of the person, life and teachings of Jesus Christ, the governing body will strive to develop effective working relationships with:
  - The headteacher
  - Staff
  - Children
  - Parents
  - The Diocese
  - Our parish and local communities

- The Local Authority
- Multi-agency representatives
- Other local schools, including Church of England and other VC/VA, and community schools
- Local educational organisations / businesses / etc.

13. In forming, building and sustaining good working relationships governors will strive to:

- Remember that we are typically representative of the *category* of governor to which we are appointed or elected. We are not representatives of those *groups*, e.g. a representative parent, not a representative of the parents.
- Work as members of a team in which all governors contribute and constructive working relationships are actively promoted, forming the governing body which functions with corporate responsibility and accountability.
- Develop an open and honest relationship with the headteacher and all school staff, acting as 'critical friend' to the school, ensuring a balance is struck between offering challenge and support.
- Ensure that effective relationships are built on trust and opportunities to network effectively and efficiently.

## Confidentiality

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

## Conduct

Governors have a general duty to act with integrity, objectivity and honesty in the best interests of the school at all times. Drawing on the Christian Values, the governing body will strive to behave professionally at all times:

- Governors will aim to discharge their duties in a manner that maintains and develops the Christian ethos of the school and its reputation in the parish, local community and wider educational community. Governors' actions at all times should reflect our responsibility to secure the Christian ethos of the school.
- Governors should consider at all times, how we exercise stewardship, both as individuals and as a corporate body, which should manifest and be faithful to the Christian faith.
- Governors should reflect on how we are perceived by stakeholders in all we say and do, both as individual governors and as a corporate body.
- Governors should consider carefully how our decisions and actions might affect others, whether they are individuals employed by the school; children or adults who are part of the school community; the parish; other schools in the locality; or the wider community.

- Governors should express views openly at meetings, but accept collective responsibility for all decisions made by the governing body or any individual governor delegated to do so.
- Governors will not speak out against majority decisions in public or in private outside the governing body. The intention is to protect the reputation and authority of the governing body and the school in the public domain.
- Governors will only speak or act on behalf of the governing body when we have been specifically authorised to do so.
- Governors will respond to criticism or complaints about the school and / or its staff by referring to the school's Complaints Procedure adopted by the governing body for the correct procedure to be followed, and will advise the complainant accordingly.
- Governors will record in the register of pecuniary interests any pecuniary interest we might have in connection with the governing body's business.
- Governors will be expected to declare an interest in any item of business and withdraw from the meeting while it is under discussion.
- Governors will always undertake visits within the framework established by the governing body and agreed with the headteacher.

## Suspension

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

## Removal

18. 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.
19. If the need arises to use the sanction of removing a governor or removing the Chair, we will do so by following legal requirements so as to ensure a fair and objective process.

As a member of the governing body of *Spaxton CE VC School* we agree to abide by the principles set out in this document.<sup>1</sup>

Headteacher Signed .....

Date .....

Chair of Governors Signed.....

Date.....