



ST EGWIN'S C.E. MIDDLE SCHOOL

Code of Conduct for School Governing Boards

Updated - November 2020

Review Date - September 2021

This code sets out the expectations on and commitment required from school governors and trustees in order for the governing board to properly carry out its work within the school and the community.

Adopted by the governing board of St Egwin's C.E Middle School

Signed by: <i>P.A. Paterson</i>	
Head Teacher	Mr N Pullan
Chair of Governors	Mrs P Paterson (Chair) Mrs J Daniels-Stretch Mr N Jeacock Mrs J Nicol Miss L Keogh Miss S Read Rev A Spurr (Vice Chair) Mrs C Watton
Date Adopted	
Date of Review	

School Vision

We, the pupils, staff and governors, of St Egwin's C.E. Middle School, endeavour to create and maintain a happy, caring and purposeful ethos where relationships are based on respect in a fair and inclusive community. Everyone has the right to feel safe and valued for the person they are.

It is our belief that pupils want to learn, know how to learn and should be able to tackle new challenges with confidence and enthusiasm. Pupils are consulted and involved in decisions through the school council, pupil forum and eco-council. We regard the social, emotional and spiritual development of children to be at the core of our daily responsibilities. As a Church of England school, we strive to live according to Christian principles, fostering in the young tolerance, forgiveness and love. Creativity in all its guises is celebrated. To maximise potential and for everyone to enjoy success is our ultimate goal.

We are committed to providing the best facilities and resources possible. We embrace new technologies but also value enduring, traditional approaches. We take pride in our school environment as both a learning resource and a pleasant place to spend time with friends and colleagues.

At St Egwin's C.E. Middle School, it is important to us that our pupils become healthy, responsible citizens of the twenty-first century. We seek to work collaboratively with parents and to be fully involved in the community of our town and the wider global community, understanding the faiths, cultures and needs of others.

Our Shared Values

Forgiveness Thankfulness Respect Tolerance Kindness Integrity
Humility Hope Honesty Loyalty Love/Care Equality Generosity
Compassion Belonging Service Perseverance Family

Strategic functions

The governing board has the following core strategic functions:

- Establishing the strategic direction
- Ensuring accountability
- Ensuring financial probity

As governors we commit to fulfilling these functions by

Establishing the strategic direction:

- Setting the vision, values, and objectives for the school
- Agreeing the school improvement strategy with priorities and targets
- Evaluating whether the school operates within the bounds of law and good practice

Ensuring accountability:

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

Ensuring financial probity:

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

As individuals on the board we agree to:

Role & Responsibilities

- Understand the purpose of the board and the role of the Headteacher.
- Accept that we have no legal authority to act individually, except when the board has given us delegated authority to do so, and therefore we will only speak on behalf of the governing board when we have been specifically authorised to do so.
- Accept collective responsibility for all decisions made by the board or its delegated agents. This means that we will not speak against majority decisions outside the governing board meeting.
- Act fairly and without prejudice, and in so far as we have responsibility for staff, to fulfil all that is expected of a good employer.
- Encourage open government and act accordingly.
- Consider carefully how our decisions may affect the community and other schools.
- Be mindful of our responsibility to maintain and develop the ethos and reputation of our school in our actions within the school and the local community
- Ensure that Christian distinctiveness is embedded in the school
- Follow school policy and procedure in making or responding to criticism or complaints about the school
- Actively challenge the Headteacher and support appropriate activity by the Headteacher.
- Acknowledge the Nolan principles for public life and serve in accordance with them (see appendix)

Commitment

- Acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.

- Commit to active involvement in the work of the governing board, and accept our fair share of responsibilities, including service on committees or working groups.
- Attend all meetings where practical and, when we cannot attend, explain in advance why we are unable to.
- Familiarise ourselves with the school and involve ourselves in school activities where appropriate to do so.
- Visit the school when appropriate and agreed (in accordance with the governor visit policy).
- Monitor our individual and collective needs for training and development, and undertake relevant training when required.
- 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

- Strive to work as a team in which constructive working relationships are actively promoted.
- Express views openly and honestly, but courteously and respectfully in all our communications with other governors.
- Support the chair by ensuring appropriate conduct both at meetings and at all times.
- Answer queries from other governors and take into account any concerns expressed
- Acknowledge the time, effort and skills that have been committed by other governors.
- Develop effective working relationships with the Head Teacher, staff and parents, the local authority and other relevant agencies and the community, as relevant to our role.

Confidentiality

- Keep school and governing body matters confidential as required
- Exercise prudence when discussing school business outside a governing board meeting.

Conflicts of interest

- Record any pecuniary or other business interest (including those related to people we are closely connected with) in connection with the governing board's business
 - In the Register of Business Interests, and/or
 - In the Register of Pecuniary Interests
 -
- Accept that such Registers will be published on the school's website
- Declare any conflict of loyalty at the start of any meeting or as the conflict becomes apparent during the course of the meeting .
- Act in the best interests of the school as a whole.

Breach of this code of conduct

- If we believe this code has been breached,
 - Raise this issue with the chair (or the vice chair if the breach relates to the chair)
 - Enable and accept investigations by the chairs of potential breaches
 - Seek to resolve any difficulties of disputes constructively
 - Understand that the governing board will use suspension/removal of governors from the board as a last resort.

References

- Accept that two character references will be taken prior to appointment by the Governing Body.

Appendix: The Seven Principles of Public Life

(Originally published by the Nolan Committee: The Committee on Standards in Public Life was established by the then Prime Minister in October 1994, under the Chairmanship of Lord Nolan, to consider standards of conduct in various areas of public life, and to make recommendations).

Selflessness - Holders of public office should act 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 seek to 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.