



# Needwood Church of England (VA) Primary School and All Saints' Church of England (C) Primary School



## CODE OF CONDUCT FOR GOVERNORS AND GOVERNING BODIES

This Code of Conduct sets out the behaviour and conduct expected of all Federation Governors.

### The Governing Body

The Governing Body is legally responsible for the conduct of the Federation with a view to promoting high standards of educational achievement.

The Governing Body should:

- Ensure clarity of vision, ethos and strategic direction
- Operate in such a way that statutory duties are met and priorities are approved
- Provide challenge and hold the Headteacher and other senior leaders to account for improving the quality of teaching, pupils' achievement and pupils' behaviour and safety
- Use performance management systems, including the performance management of the Headteacher, to improve teaching, leadership and management
- Support and strengthen Federation leadership
- Contribute to the Federation's self-evaluation and understand its strengths and weaknesses
- Engage with key stakeholders
- Ensure solvency and probity and that the financial resources made available to the Federation are managed effectively
- Use the pupil premium and other resources to overcome barriers to learning, including reading, writing and mathematics.

### Core Functions of the Governing Body

The Federation Governance (Roles, Procedures and Allowances) (England) Regulations 2013 set out core functions which the Governing Body must strongly focus on and retain oversight of.

#### 1. Ensuring that the vision, ethos and strategic direction of the Federation are clearly defined

It is the job of the Governing Body to:

- Set the Federation's strategic framework
- Ensure the Federation has a long-term strategic vision
- Agree the strategic priorities, aims and objectives for the Federation
- Sign off the policies, plans and targets for how to achieve them
- Check on progress and review regularly their strategic framework for the Federation in the light of that progress.

#### 2. Ensuring that the Headteacher performs his or her responsibilities for the educational performance of the Federation

The Governing Body is responsible for the appointment and performance management of the Headteacher. Part of their role is to support and strengthen the Headteachers' leadership and to hold them to account for the performance of pupils and staff. This is particularly important in relation to the educational performance of the Federation.

#### 3. Ensuring the sound, proper and effective use of the Federation's financial resources

The Governing Body is responsible for making sure the Federation's money is well spent. They should do this by ensuring they have at least one governor with specific skills and experience of financial matters.

**The Governing Body should play a strategic role and leave the running of the Federation to the Headteacher they have appointed. The Governing Body must not interfere in the day-to-day running of the Federation.**

### Ways of Working

- The way the Governing Body operates and organises itself should be kept under review.
- The Governing Body should consider how to use their powers to delegate functions and decisions to committees or individual governors

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- The Governing Body must review the establishment, terms of reference, constitution and membership of any committee of the governing body annually.
- The Governing Body must meet at least three times a year.
- Headteacher's and Chairs should work together to ensure that meetings are well planned at appropriate intervals and that agendas are fit for purpose.
- The Governing Body must appoint a clerk to advise them on the nature of their functions and duties and ensure the governing body operates efficiently and effectively.

### The Headteacher

- The Headteacher's responsibilities include the internal organisation, management and control of the Federation and the educational performance of the Federation.
- The Headteacher will deliver the aims of the Governing Body through the day-to-day management of the Federation, implementation of the agreed policy framework and Federation improvement strategy and the delivery of the curriculum.
- It is the Headteacher's legal duty to provide the Governing Body with all the information they need to do their job well. This means they should help the Governing Body access the data published by the DfE and Ofsted. They should also provide regularly a wide range of other management information so that the Governing Body can monitor different aspects of life in the Federation throughout the year.
- The Headteacher must comply with any reasonable direction of the Governing Body.
- The Headteacher is accountable to the Governing Body for the performance of all his or her responsibilities.

### The Chair

- The Governing Body must appoint a Chair to lead and manage the Governing Body.
- The chair plays a crucial role in setting the culture of the governing body and is first among equals, but has no individual power.
- The Chair may only make decisions or act on behalf of the Governing Body if:
  - The Governing Body have delegated that decision to the Chair of Governors
  - The Chair is of the opinion that a delay in exercising a function would be detrimental to the Federation, anyone who works at the Federation or any pupil at the Federation or their parent.
- The Chair is the principle link between the Governing Body and the Headteacher. The Headteacher and Chair should meet regularly at mutually convenient times to discuss Federation matters and the Chair should be a critical friend by offering support, challenge and encouragement.
- The Chair works with the clerk to set Governing Body agendas and approves draft minutes of Governing Body meetings.

### The Vice-Chair

In the absence of a Chair of Governors, the Vice-Chair will take on that role.

### Chairs of Committees

Chairs of committees work with the clerk to set committee meeting agendas and approve draft minutes for those meetings. They have responsibility for ensuring that if a function of the governing body has been delegated to the committee or a function of the governing body has otherwise been exercised by the committee, it is reported to the governing body.

### Governors

In law the Governing Body is a corporate body, which means that no Governor can act on her/his own without proper authority from the Governing Body. All Governors carry equal responsibility for decisions. If a function of the Governing Body has been delegated to an individual, the individual must report to the Governing Body in respect of any action taken or decision made.

The overriding concern of all Governors has to be the welfare of the Federation as a whole, regardless of the route by which they were appointed and the type of Governor they are i.e. staff, parent, community, LA, foundation, co-opted.

For governing bodies to carry out their role effectively, Governors must be prepared and equipped to take their responsibilities seriously. They should:

- prepare for meetings by reading papers beforehand
- make every effort to attend meetings promptly, regularly and for the full time
- take responsibility for their own learning, training and development as a Governor

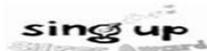
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In addition they should:

- work as a member of a team at all times and be loyal to collective decisions made by the Governing Body
- recognise that all Governors have the same rights
- act in the best interests of the Federation at all times
- not do anything that might undermine the Governing Body's statutory requirement to promote community cohesion
- respect confidentiality
- listen to and respect the views of others
- express their own views clearly and succinctly
- declare any conflicts of interest
- take their fair share of work/positions of responsibility
- know, understand and work within the prescribed regulatory framework
- report any evidence of fraud, corruption or misconduct to an appropriate person or Authority
- adhere to the seven principles of public life (below) originally published by the Nolan Committee
- ensure that communication undertaken via social networking sites is comparable to one to one interaction, meaning that all aspects of this code of conduct are taken account of when posting information, messages, pictures or video footage on-line.

### The Seven Principles of Public Life

As recommended by the Committee on Standards in Public Life 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.

- 1. 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.
- 2. 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.
- 3. 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.
- 4. 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.
- 5. 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.
- 6. 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.
- 7. Leadership** - Holders of public office should promote and support these principles by leadership and example.

### The Agreement

#### In General

- a) We understand the purpose of the Governing Body and the role of the Headteacher, Chair, Vice, Chair and Chairs of Committees as set out above.
- b) We are aware of and accept the Nolan seven principles of public life.
- c) We 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.
- d) 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.
- e) We will encourage open government and will act appropriately.
- f) We accept collective responsibility for all decisions made by the Governing Body or its delegated agents. This means that we will not speak against majority decisions outside the Governing Body meeting.
- g) We will consider carefully how our decisions may affect the community and other Federations.
- h) We will always be mindful of our responsibility to maintain and develop the ethos and reputation of our Federation and to promote community cohesion. Our actions within the Federation and the local community will reflect this.
- i) In making or responding to criticism or complaints affecting the Federation we will follow the procedures established by the Governing Body.
- k) We understand that communication via social networking sites in a variety of formats is deemed comparable to one to one interaction for the purposes of this code of conduct.

### Commitment

- a) We acknowledge that accepting office as a Governor involves the commitment of time and energy.



- b) We will each involve ourselves actively in the work of the Governing Body, and accept our fair share of responsibilities, including service on committees or working groups or as nominated Governors.
- c) We will prepare for meetings by reading papers beforehand.
- d) We will make every effort to attend all meetings promptly, regularly and for the full time. Where we cannot, we will endeavour to explain in advance in full why we are unable to.
- e) We will get to know the Federation well and respond to opportunities to involve ourselves in Federation activities.
- f) Our visits to Federation will be arranged in advance with the staff and undertaken within the framework established by the Governing Body and agreed with the Headteacher.
- g) We will consider seriously our individual and collective needs for training and development, and will undertake relevant training.
- h) We are committed to actively supporting and challenging the Headteacher.

### Relationships

- a) We will strive to work as a team in which constructive working relationships are actively promoted.
- b) We will express views openly, courteously and respectfully. The Governor chairing a meeting is responsible for ensuring appropriate conduct at all times, and the other Governors are responsible for supporting the Chair in that role.
- c) 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.
- d) We will seek to develop effective working relationships with the Headteacher, staff and parents, the Local Authority and other relevant agencies and the community.

### Confidentiality

- a) We will observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils, both inside or outside Federation.
- b) We will exercise the greatest prudence at all times when discussions regarding Federation business arise outside a Governing Body meeting.
- c) We will not reveal the details of any Governing Body vote.
- d) We will not reveal the details of discussions in Governing Body meetings or comments made by individual Governors at those meetings.

### Conflicts of interest

- a) We will record any pecuniary interest that we have in connection with the Governing Body's business in the Register of Business Interests.
- b) We will declare any personal or pecuniary interest in a matter under discussion at a meeting and offer to leave the meeting for the appropriate length of time.

### Implementation of this Code of Conduct

- a) We understand that any allegation of a material breach of this code of conduct by any Governor shall be raised at a meeting of the Governing Body and, if agreed to be substantiated by a majority of Governors, shall be minuted.
- b) We understand that any Governor whose conduct is minuted twice in twelve months shall be suspended for a period of six months from the date of the second minute.
- c) We are aware of the provisions of regulation 15(1) of the Federation Governance (Procedures) (England) Regulations 2003 which pertain to qualification and disqualification for the role of Federation Governor and grounds for suspension.

**The Governing Body of the Forest Federation adopted this code of conduct on 29.2.16**

### Publication on Website

The following information about each governor / associate member will be published on the Federation's website: Name, Category of governor, Which body appoints them, Term of office, The names of any committees the governor serves on Details of any positions of responsibility such as chair or vice-chair of the governing body or a committee, Attendance record at full governing body and committee meetings over the last academic year. From 1 September 2015, governing bodies are under a duty to publish on their website their register of interests. The register should set out the relevant business interests of governors and details of any other educational establishments they govern. The register should also set out any relationships between governors and members of the Federation staff including spouses, partners and relatives. ([Statutory guidance for governing bodies of maintained Federations and local authorities in England – March 2015](#))



