

**NORTHCOTT SCHOOL AND SIXTH FORM COLLEGE**

**Code of Conduct for Governors**

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| Created By: | Chair of Governors |
| Approved By: | Local Governing Body |
| Version: | 1.1 |
| Created on: | October 2023 |
| Amended on: |  |
| Next review date: | 3 Years (or any changes in Legislation ) |

**Northcott Governors agree to abide by the Seven Nolan Principles of Public Life:**

Selflessness

We will act solely in terms of the public interest.

Integrity

We will avoid placing ourselves under any obligation to people or organisations that might try inappropriately to influence us in our work. We will not act or take decisions in order to gain financial or other material benefits for ourselves, our family, or our friends. We will declare and resolve any interests and relationships.

Objectivity

We will act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Accountability

We are accountable to the public for our decisions and actions and will submit ourselves to the scrutiny necessary to ensure this.

Openness

We will act and take decisions in an open and transparent manner. Information will not be withheld from the public unless there are clear and lawful reasons for so doing.

Honesty

We will be truthful.

Leadership

We will exhibit these principles in our own behaviour. We will actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

**Northcott Governors undertake to focus on our core governance functions:**

1. Ensuring there is clarity of vision, ethos and strategic direction.
2. Holding executive leaders to account for the educational performance of the organisation and its pupils and the performance management of staff.
3. Overseeing the financial performance of the organisation and making sure its money is well spent.
4. Ensuring the voices of stakeholders are heard.

**As Governors we agree to:**

Fulfil our role & responsibilities, and we

1. Accept that our role is strategic and so will focus on our core functions rather than involve ourselves in day-to-day management.
2. Will develop, share and live the ethos and values of our school.
3. Agree to adhere to school policies and procedures as set out by the relevant governing documents and law.
4. Will work collectively for the benefit of the school.
5. Will be candid but constructive and respectful when holding senior leaders to account.
6. Will consider how our decisions may affect the school and local community.
7. Will stand by the decisions that we make as a collective.
8. Recognise where decisions and actions conflict with the Seven Principles of Public Life or may place pupils at risk, we will speak up and bring this to the attention of the relevant authorities.
9. Will only speak or act on behalf of the board if we have the authority to do so.
10. Will fulfil our responsibilities as a good employer, acting fairly and without prejudice.
11. Ensure when making or responding to complaints we will follow the established procedures.
12. Will strive to uphold the school’s reputation in our private communications (including on social media).
13. Will have regard to our responsibilities under to advance equality of opportunity for all.

**To demonstrate our commitment to the role we will**

1. Involve ourselves actively in the work of the board, and accept our fair share of responsibilities, serving on committees or working groups where required.
2. Make every effort to attend all meetings and where we cannot attend explain in advance why we are unable to.
3. Arrive at meetings prepared, having read all papers in advance, ready to make a positive contribution and observe protocol.
4. Get to know the school well and respond to opportunities to involve ourselves in school activities.
5. Visit the school and when doing so will make arrangements with relevant staff in advance and observe school and board protocol.
6. When visiting the school in a personal capacity (for example, as a parent or carer), we will continue to honour the commitments made in this code.
7. Participate in induction training and take responsibility for developing our individual and collective skills and knowledge on an ongoing basis.

To build and maintain relationships we will

1. Develop effective working relationships with school leaders, staff, parents and other relevant stakeholders from our local community/communities.
2. Express views openly, courteously, and respectfully in all our communications with board members and staff both inside and outside of meetings.
3. Work to create an inclusive environment where each board member’s contributions are valued equally.
4. Support the chair in their role of leading the board and ensuring appropriate conduct.

**To respect confidentiality, we will**

1. Observe complete confidentiality both inside and outside of school when matters are deemed confidential or where they concern individual staff, pupils or families.
2. Not reveal the details of any governing board vote.
3. Ensure all confidential papers are held and disposed of appropriately.
4. Maintain confidentiality even after we leave office.

In order to declare conflicts of interest and be transparent, we will

1. Declare any business, personal or other interest that we have in connection with the board’s business, and these will be appropriately recorded.
2. Declare any conflict of loyalty at the start of, or during any meeting should the need arise.
3. Ensure that if a conflicted matter arises in a meeting, we will offer to leave the meeting for the duration of the discussion and any subsequent vote.
4. Accept that the Register of Business Interests will be published on the school’s website.
5. Act as a governor; not as a representative of any group.
6. Accept that in the interests of open governance, our full names, date of appointment, terms of office, roles on the governing board, attendance records, relevant business and pecuniary interests, category of governor and the body responsible for appointing us will be published on the school website.
7. Accept that information relating to board members will be collected and recorded on the DfE’s national database (Get Information about Schools), some of which will be publicly available.

We understand that breaches of this code will be taken seriously and could lead to formal process which may require our resigning from the Governing Body.

**Adopted by:** Northcott Governing Body 2nd October 2023