



## Code of Conduct for School Governors

### 1. Purpose of this Code

This Code of Conduct sets out the expectations for the behaviour and professional standards of all members of the Governing Board. It should be read alongside relevant statutory guidance and the school's policies.

All governors agree to follow this Code as a condition of their role.

### 2. Core Principles

As governors we will:

- Act in the best interests of all pupils and the school community.
- Uphold the Seven Principles of Public Life (the Nolan Principles): Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty, Leadership.
- Promote high standards in education, safeguarding, and governance.
- Work collectively, recognising that authority rests with the board, not individuals.

### 3. Roles and Responsibilities

We will:

- Ensure clarity of vision, ethos, and strategic direction.
- Hold school leaders to account for educational performance, staff performance, and financial probity.
- Oversee the effective use of resources and ensure value for money.
- Support School Leaders while providing constructive challenge.
- Attend relevant training to maintain and improve our knowledge and skills.
- Prepare for and attend meetings regularly, usually attendance at around 80% of meeting, ensuring they read papers in advance.
- Participate actively, asking questions respectfully and contributing to discussions.

- Accept and respect the majority decisions of the board.
- Attend committee meetings where assigned to that committee, ensuring governance matters are dealt with promptly and effectively.
- Complete as a minimum termly visits to the school (outside of governors and committee meetings) to audit and review the areas of their responsibilities - completing governor visit reports to the governing body in advance of the next governors meeting.

#### **4. Confidentiality and Information Handling**

Governors must:

- Maintain confidentiality regarding all sensitive information received as part of their role.
- Not disclose information or discuss governance matters outside meetings unless authorised.
- Respect GDPR and data protection requirements.
- Not use their position to access information that is not relevant to their governor duties.

#### **5. Conduct and Behaviour**

Governors will:

- Conduct themselves with courtesy, respect, and professionalism.
- Treat all members of the school community with dignity.
- Avoid behaviour that could undermine the reputation or integrity of the governing board.
- Foster an inclusive culture, valuing diversity and promoting equality.

#### **6. Conflicts of Interest**

Governors must:

- Declare all pecuniary and personal interests annually and whenever they arise.
- Withdraw from discussions or decisions where a conflict exists.
- Not use their position for personal gain or to benefit family, friends, or associates.

#### **7. Relationship with School Staff, Pupils, and Parents**

Governors will:

- Recognise that management of the school is the responsibility of the Headteacher.
- Not act individually or give instructions to staff.
- Visit the school only by arrangement and within the agreed governor visit protocol.
- Never use the role to pursue personal issues, concerns, or complaints.

- Uphold safeguarding responsibilities and report concerns through the correct channels.

## **8. Social Media and Public Statements**

Governors agree to:

- Use social media responsibly and not post content that could bring the school or board into disrepute.
- Avoid making public statements or speaking to the media on behalf of the school unless authorised by the Chair.

## **9. Commitment to Training and Development**

Governors will:

- Engage in ongoing professional development.
- Take part in self-evaluation and governance reviews.
- Support new governors through induction and mentoring.

## **10. Breaches of the Code**

If a governor breaches this Code, the governing board may:

- Offer support, training, or mentoring.
- Issue a formal warning through the Chair or Proprietor.
- Remove the governor from committees or specific roles.
- In serious or repeated cases, consider suspension or recommending removal in line with statutory guidance.