

Code of Commitment and Conduct for Governors (2021/22)

(Adapted from the National Governance Association)

This code sets out the expectations on and commitment required from Governors in order for the Local Governing Committees and Subcommittees to effectively carry out their work.

As governors we will focus on our strategic functions:

1. ensuring there is clarity of vision, ethos and strategic direction
2. holding executive leaders to account for the educational performance of the school(s) 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 individuals of the Local Governing Committee we agree to:

Fulfil our role & responsibilities

1. We accept that our role is strategic and so will focus on our core functions as outlined in the relevant Terms of Reference and/or Role Descriptors
2. We will develop, share and live the ethos and values of our school(s)
3. We agree to adhere to school and trust policies and procedures as set out by the relevant governing documents
4. We will work collectively for the benefit of the school(s)
5. We will be candid but constructive and respectful when holding senior leaders to account
6. We will consider how our decisions may affect the school(s) and local community
7. We will stand by the decisions that we make as a collective
8. Where decisions and actions conflict with the Seven Principles of Public Life (**Appendix 1**) or may place pupils at risk, we will speak up and bring this to the attention of the Trust and if required, the relevant authorities
9. We will only speak or act on behalf of the Local Governing Committee if we have the authority to do so
10. We will fulfil the Trust's responsibilities as a good employer, acting fairly and without prejudice when dealing with staff issues
11. When making or responding to complaints we will follow the Trust's Complaints Policy and procedures
12. We will strive to uphold the reputation of the Trust and its schools in our private communications, including on social media

Demonstrate our commitment to the role

1. We will involve ourselves actively in the work of the Local Governing Committee, and accept our fair share of responsibilities, serving on subcommittees or working groups where required.
2. We will make every effort to attend all meetings and where we cannot attend explain in advance why we are unable to
3. We will arrive at meetings prepared, having read all papers in advance, ready to make a positive contribution and observe protocol
4. We will get to know the school(s) well and respond to opportunities to involve ourselves in school activities
5. We will visit the school(s) and when doing so will make arrangements in line with the Trust's Governor Visit Policy
6. When visiting the school in a personal capacity (i.e. as a parent/carer or local resident), we will continue to honour the commitments made in this code



7. We will participate in induction training and take responsibility for developing our individual and collective skills and knowledge on an ongoing basis

Build and maintain relationships

1. We will develop effective working relationships with school leaders, staff, parents and other relevant stakeholders from our local communities
2. We will express views openly, courteously and respectfully in all our communications, both inside and outside of meetings
3. We will support the Chair and Vice Chair in their roles of leading the LGC and ensuring appropriate conduct

Respect confidentiality

1. We will observe complete confidentiality both inside and outside of school when matters are deemed confidential or where they concern individual staff, pupils or families
2. We will not reveal the details of any vote
3. We will ensure all confidential papers are held and disposed of appropriately
4. We will maintain confidentiality even after we leave office
5. We will direct any requests for information (either from ourselves or others) to the Governance Professional (Clerk) supporting the LGC

Declare conflicts of interest and be transparent

1. We will declare any business, personal or other interest that we have in connection with the Trust's or any of its schools' business and these will be recorded in the Register of Business Interests.
2. We will also declare any conflict of interest at the start of any meeting should the need arise.
3. If a conflicted matter arises in a meeting, we will leave the meeting for the duration of the discussion and any subsequent vote.
4. We accept that the Register of Business Interests will be published on the school and/or trust website.
5. We will act in the best interests of the school and trust as a whole and not as a representative of any group.
6. We accept that in the interests of open governance, our full names, date of appointment, terms of office, roles on the governing committees, attendance records, relevant business and pecuniary interests, category of governor and the body responsible for appointing us will be published on the school's website.
7. We accept that information relating to committee members will be collected and recorded on the DfE's national database of governors ([Get Information About Schools](#)), some of which will be publicly available.

We understand that potential or perceived breaches of this code will be taken seriously and that a breach could lead to formal sanctions.



Appendix 1: 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.

I agree to the Code of Commitment and Conduct for Governors (2021/22)

Signed:

Name:

Date:

This Code will be reviewed annually or earlier upon significant changes to the law and/or policy if required.