



ODBE

Oxford Diocesan Board of Education

Governor Code of Conduct

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

The Governing Body

- Sets the strategic direction of the school by:
 - Setting the vision, values, and objectives for the school
 - Agreeing the school improvement strategy with priorities and targets
 - Meeting statutory duties
- Ensures accountability by:
 - Appointing the headteacher
 - Monitoring progress towards targets
 - Performance managing the headteacher
 - Engaging with stakeholders
 - Contributing to school self-evaluation
- Ensures financial probity, by:
 - Setting the budget
 - Monitoring spending against the budget
 - Ensuring value for money is obtained
 - Ensuring risks to the organisation are managed

The Role of a Governor

- To understand the purpose of the board and the role of the headteacher.
- To accept that governors have no legal authority to act individually, except when the board has given delegated authority to do so, and therefore will only speak on behalf of the governing board when have been specifically authorised to do so.
- To accept collective responsibility for all decisions made by the board or its delegated agents.
- To have a duty to act fairly and without prejudice, and in so far as have responsibility for staff, will fulfil all that is expected of a good employer.
- To encourage open government and will act appropriately.
- To consider carefully how decisions may affect the community and other schools.
- To always be mindful of our responsibility to maintain and develop the ethos and reputation of the school. Actions within the school and the local community will reflect this.
- In making or responding to criticism or complaints affecting the school will follow the procedures established by the governing board.
- To actively support and challenge the headteacher.
- A foundation governor is committed to ensuring the Christian ethos of the school and to ensure that the distinctive Christian ethos of the school is reflected in the way in which the school is led and managed and meets the needs of all learners.

Commitment

- I am committed to undertaking my role as a governor in a way which reflects Christian beliefs and values

- I acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.
- I will involve myself actively in the work of the governing board, and accept my fair share of responsibilities, including service on committees or working groups.
- I will make full efforts to attend all meetings and where we cannot attend explain in advance why I am unable to.
- I will get to know the school well and respond to opportunities to involve ourselves in school activities.
- I will visit the school, with all visits to school arranged in advance with the staff and undertaken within the framework established by the governing board and agreed with the headteacher.
- I will consider seriously my individual and collective needs for training and development, and will undertake relevant training.
- I 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

- I will strive to work as a team in which constructive working relationships are actively promoted.
- I will express views openly, courteously and respectfully in all communications with other governors
- I will support the chair in their role of ensuring appropriate conduct both at meetings and at all times.
- I am prepared to answer queries from other governors in relation to delegated functions and take into account any concerns expressed, and I will acknowledge the time, effort and skills that have been committed to the delegated function by those involved.
- I will seek to develop effective working relationships with the headteacher, staff and parents, the local authority and other relevant agencies and the community. I will also seek to ensure good relationships with the local churches in our community.

Confidentiality

- I will observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils, both inside or outside school
- I will exercise the greatest prudence at all times when discussions regarding school business arise outside a governing body meeting.
- I will not reveal the details of any governing body vote.

Conflicts of interest

- I will record any pecuniary interest that I have in connection with the governing body's business in the Register of Business Interests, and if any such conflicted matter arises in a meeting we will offer to leave the meeting for the appropriate length of time. We accept that the Register of Business Interests will be published on the school's website.
- I will also declare any conflict of loyalty at the start of any meeting should the situation arise.
- I will act in the best interests of the school as a whole and not as a representative of any group, even if elected to the governing board.

Breach of this code of conduct

- If I believe this code has been breached, I will raise this issue with the chair and the chair will investigate; the governing board will only use suspension/removal as a last resort after seeking to resolve any difficulties or disputes in more constructive ways.

- Should it be the chair that I believe has breached this code, another governor, such as the vice chair will investigate.

General

- I understand the purpose of the governing body and the role of the headteacher as set out above.
- I am aware of and accept the Nolan seven principles of public life: see appendix.
- I accept that I have no legal authority to act individually, except when the governing body has given me delegated authority to do so, and therefore I will only speak on behalf of the governing body when I have been specifically authorised to do so.
- I have a duty to act fairly and without prejudice, and in so far as I have responsibility for staff, I will fulfil all that is expected of a good employer.
- I will encourage open government and will act appropriately.
- I accept collective responsibility for all decisions made by the governing body or its delegated agents. This means that I will not speak against majority decisions outside the governing body meeting.
- I will consider carefully how my decisions may affect the community, the church and other schools.
- I will always be mindful of my responsibility to maintain and develop the Christian character and reputation of the school. My actions within the school and the local community will reflect this.
- In making or responding to criticism or complaints affecting the school I will follow the procedures established by the governing body.
- I will abide by the schools Social Media Policy and local arrangements for communication.

Appendix: The Seven Principles of Public Life

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.

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.