

COMBS INFANT SCHOOL CODE OF CONDUCT FOR GOVERNORS

Once this code has been adopted, all governors agree to faithfully abide by it.

Introduction

The following is not a definitive statement of responsibilities but is concerned with the common understanding of broad principles by which the Governing Body and individual governors will operate.

The governing board has the following core strategic functions:

Establishing the strategic direction, by:

- Setting the vision, values, and objectives for the school
- Agreeing the school improvement strategy with priorities and targets
- Meeting statutory duties

Ensuring accountability, by:

- Appointing the Headteacher
- Monitoring progress towards targets
- Performance managing the Headteacher
- Engaging with stakeholders
- Contributing to school self-evaluation

Ensuring financial probity, by:

- Setting the budget
- Monitoring spending against the budget
- Ensuring value for money is obtained
- Ensuring risks to the organisation are minimised and managed

The Governing Body accepts the following principles and procedures:

General

1. We have responsibility for determining, monitoring and keeping under review the broad policies, plans and procedures within which the school operates.
2. We recognise that our Headteacher is responsible for the implementation of policy and the day-to-day management of the school together with the implementation and operation of the curriculum.
3. We accept that all governors have equal status, and although appointed by different groups (i.e., parents, staff, Local Authority) our overriding concern will be the welfare of the school as a whole.

4. We have no legal authority to act individually, except when the Governing Body has given us delegated authority to do so.
5. We have a duty to act fairly and without prejudice, and in so far as we have responsibility for staff, we will fulfil all the legal expectations as, or on behalf of, the employer.
6. We will encourage open government and should be seen to be doing so.
7. We will consider carefully, how our decisions may affect other schools.

Commitment

8. We acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.
9. We will each involve ourselves actively in the work of the Governing Body, attend regularly, and accept our fair share of responsibilities, including service on committees or working groups.
10. We will get to know the school well and respond to opportunities to involve ourselves in school activities.
11. We will consider seriously our individual and collective needs for training and development.

Relationships

12. We will strive to work as a team.
13. We will seek to develop effective working relationships with our Headteacher, staff, parents, the Local Authority, and other relevant agencies (including the Diocesan Authorities ((where appropriate))), and the community.

Confidentiality

14. We will observe confidentiality regarding proceedings of the Governing Body in meetings and from our visits to the school as governors.
15. We will observe complete confidentiality when required or when asked to do so by the Governing Body, especially regarding matters concerning individual staff or children.
16. We will exercise the greatest prudence if a discussion of a potentially contentious issue affecting the school arises outside the Governing Body.

Conduct

17. We will encourage the open expression of views at meetings but accept collective responsibility for all decisions made by the Governing Body or its delegated agents.

18. We will only speak or act on behalf of the Governing Body when we have been specifically authorised to do so.
19. In making or responding to criticism or complaints affecting the school we will follow the procedures established by the Governing Body.
20. Our visits to school will be undertaken within the framework established by the Governing Body, in agreement with the Headteacher and staff.
21. In discharging our duties, we will always be mindful of our responsibility to maintain and develop the ethos and reputation of our school.

Suspension

22. If the need arises to use the sanction of suspending a governor, we will do so by following the relevant Procedures/Regulations so as to ensure a fair and objective process.

Removal

23. We recognise that removing a governor from office is a last resort, and that it is the appointing body which have the power to remove those they appoint.

If the need arises to use the sanction of removing a governor, we will do so by following the relevant Procedures/Regulations so as to ensure a fair and objective process.

The Seven Principles of Public Life

We will abide by the Seven 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.

Undertaking:

As a member of the Governing Body –

- I will always have the well-being of the children and the reputation of the school at heart,
- I will do all I can to be an ambassador for the school, publicly supporting its aims, values and ethos, and
- I will never say or do anything publicly that would embarrass the school, the Governing Body, the Headteacher or staff.

I will inform the Headteacher of any convictions, cautions, reprimands, or final warnings that are not “protected” under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). I am aware that Combs Infant School will publish this information. If I fail to give such information, or hinder the governing body fulfil its legal responsibility, I understand that I will be in breach of the Code of Conduct and may be removed as governor.

Reviewed at Full Governing Board meeting held 25th September 2025.

Signed:..... Chair of Governors

Minute Number: