



Ivegill CE School Governors Code of Conduct

This Code of Conduct sets out the expectations and commitments required from Ivegill CE School Governors in order for the Governing Body(GB) to carry out its work within school and community.

Once this code has been adopted by the GB, all members agree to faithfully abide by it.

School Vision

An inclusive approach to education is at the heart of all that we do – we know how important it is to ensure every child is valued. Our most basic purpose is to encourage and help children to realise and achieve their full potential. Our vision is:

- To create a secure and happy school environment where courtesy, consideration, good manners, and honesty hold high priority.
- To provide an excellent education, both academic and social, in a Christian context.
- To be an integral part of the community, working in partnership with the Church and local community through both individuals and organisations.
- To continually develop the school as a key focus in the community.
- To provide a broad and balanced curriculum for each child, acknowledging the needs of the individual.
- To give each child equal opportunity to develop independence, confidence and self-esteem, whilst enjoying their learning.
- To encourage the children to care for others and work co-operatively, thereby valuing the growth of their own achievements and those of others.
- To help pupils to achieve to their full potential, contribute to the community beyond school and make positive contributions to the community in which they live.
- To maintain an attractive and welcoming learning environment.

The true results of children's education will not always be able to be measured in terms of marks gained or even knowledge acquired, important though they are. We also highly value integrity, honesty, effort, maturity, and responsibility as well as care and consideration shown towards others.

Our school has chosen endurance, trust, and community as core Christian values of all we do. Together they have become **#etc**

Endurance

Endurance is learning to keep going when something becomes hard. It's about not giving up on yourself or those around you. It's about believing in yourself, your gifts, and talents. It's not being frightened to dream and to hang onto that dream. It's about helping each other as that's how we want to be treated.

Trust

Trust lies at the heart of all healthy relationships. By being reliable, responsible, and honest with ourselves and others we learn to trust. It's when you keep your promises and have the courage to speak out. In this way we learn how to look after each other.

Community

We try hard to make our school inclusive. It is a safe space, a place where you're trusted, feel supported and are believed in. Each person has a role to play within our school community. We learn to say sorry, forgive each other and make a fresh start. It's where you can give your ideas and thoughts to make it a better place.

We, as Governors, agree to abide by the Seven Nolan Principles of Public Life:

The Seven Principles of Public Life apply to anyone who works as a public office holder, which includes school Governors. These are:

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.

We will 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, 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 individual board members, we agree to:

Fulfil our role & responsibilities

1. We accept that our role is strategic and so will focus on our core functions rather than involve ourselves in day-to-day management
2. The headteacher, and not the GB, is responsible for the implementation of agreed policy, the day-to-day management of the school and the operation of the curriculum
3. We will develop, share, and live the ethos and values of our school
4. We agree to adhere to school policies and procedures as set out by the relevant governing documents and law.
5. We will work collectively for the benefit of the school
6. We will be candid but constructive and respectful when holding senior leaders to account.
7. We will consider how our decisions may affect the school and local community.
8. We will stand by the decisions that we make as a collective.
9. 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.

10. We will only speak or act on behalf of the GB if we have the authority to do so.
11. We will fulfil our responsibilities as a good employer, acting fairly and without prejudice.
12. When making or responding to complaints we will follow the established procedures.
13. We will strive to uphold the school's reputation in our private communications (including on social media).
14. We will not discriminate against anyone and will work to advance equality of opportunity for all.

Demonstrate our commitment to the role

1. We will endeavour to involve ourselves actively in the work of the GB, and accept our fair share of responsibilities, serving on committees or working groups where required.
2. We will endeavour to make every effort to attend all meetings and where we cannot attend explain in advance why we are unable to.
3. To the best of our abilities, 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 well and respond to opportunities to involve ourselves in school activities.
5. We will 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. We will participate in induction training and take responsibility for developing our individual and collective skills and knowledge on an ongoing basis and the effectiveness of our governance through self-evaluation.
8. We will check our governor emails at least once each week.

Build and maintain relationships

1. We will endeavour to develop effective working relationships with school leaders, staff, parents, Diocese, Local Authority and other relevant stakeholders from our local community/communities and other relevant agencies
2. We will express views openly, courteously, and respectfully in all our communications with board members and staff both inside and outside of meetings.
3. We will work to create an inclusive environment where each GB member's contributions are valued equally.
4. We will support the chair in their role of leading the GB 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 GB vote.
3. We will ensure all confidential papers are held and disposed of appropriately.
4. We will maintain confidentiality even after we leave office.

Declare conflicts of interest and be transparent

1. We will declare any business, personal or other interest that we have in connection with the board's business, and these will be recorded in the register of business interests.
2. We will also declare any conflict of loyalty at the start of any meeting should the need arise.
3. 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. We accept that the Register of Business Interests will be published on the school website.
5. We will act in the best interests of the school/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 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. We accept that information relating to GB 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 potential or perceived breaches of this code will be taken seriously. If it is believed that this code has been breached, the matter should be raised with the Chair in the first instance to investigate. They will seek to resolve any issues or disputes constructively. If it is the Chair who it is believed has breached the code, the Vice Chair will investigate. If a member of the GB is found to have breached the code, depending on the circumstances this could lead to suspension or in some circumstances removal from the GB.

Adopted by: Ivegill CE School Governing Body on 27 September 2023

Signed: Chair of Governors

The Ivegill CE School Governing Body agree that this code of conduct will be reviewed annually, upon significant changes to the law and policy or as needed and it will be endorsed by the full governing body.
