



The Bromstone Primary and St Mildred's Infant School Federation

Code of Conduct for Governors

Formulation date: October 2017

Senior Team Responsibility: Business Manager

Governors' Reviewing Committee: Full Governing Body

Reviewed on: 7th February 2023

Next Review Date: February 2024

Associated Documentation: Governor Visits Policy

The Bromstone Primary and St Mildred's Infant School Federation Code of Conduct for Governors

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

The **Executive Headteacher** is responsible for the day to day management of the school, the implementation of policy and the operation of the curriculum.

The **Governors** have a responsibility for determining, monitoring and keeping under review, the policies, plans and procedures within which the school operates.

The vision of Bromstone school is

'Dream, Believe, Achieve'

This is underpinned by Bromstone's school values of Co-operation, Honesty, Excellence, Courtesy, Kindness, Enjoyment, Respect.

The vision of St Mildred's School is:

'Dream Big, Aim High, Make a Difference'

This is underpinned by the St Mildred's values of Honesty, Enjoyment, Achievement, Respect and Teamwork (HEART)

Both sets of values are expected of all members of each school community at all times.

The governing body will contribute most effectively to this aim by following its 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 Executive Headteacher
- Monitoring progress towards targets
- Performance managing the Executive 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, with the money well spent
- Ensuring risks to the organisation are managed

As individuals on the board we agree to the following:

Role & Responsibilities

- We understand the purpose of the board, the skillset required to perform our core functions and the role of the Executive Headteacher.
- We accept that we have no legal authority to act individually, except when the board has given us delegated authority to do so, and therefore we will only speak on behalf of the governing board when we have been specifically authorised to do so.
- We accept collective responsibility for all decisions made by the board or its delegated agents. This means that we will not speak against majority decisions outside the governing board meeting.
- Upon communicating formally within our governing role we will ensure any comments reflect school policy even if they differ from our personal views
- We have a duty to act fairly and without prejudice, and in so far as we have responsibility for staff, we will fulfil all that is expected of a good employer.
- We will encourage open government and will act appropriately.
- We will consider carefully how our decisions may affect the community and other schools.
- We will always be mindful of our responsibility to maintain and develop the ethos and reputation of our school. Our actions within the school and the local community will reflect this.
- In making or responding to criticism or complaints we will follow the procedures established by the governing board.
- We will actively support and challenge the Executive Headteacher.
- We will accept and respect the differences between the strategic board role and the staff day to day operational and management role, avoiding actions that may undermine these arrangements.
- We agree to adhere to the schools' rules and the policies and procedures we approve as a board as set out by the relevant governing documents and law
- We will agree to abide by the school e- safety protocols for social media and when communicating in a private capacity will strive to uphold the reputation of the school.

Commitment

- We acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy and in addition we accept that we must comply with the GB request for an enhanced criminal records certificate within 21 days of gaining office.
- We will each involve ourselves actively in the work of the governing board, and accept our fair share of responsibilities, including service on committees or working groups.
- We will make full efforts to attend all meetings and where we cannot attend explain in advance why we are unable to.
- We will get to know the school well and respond to opportunities to involve ourselves in school activities.

- We will visit the school, with all visits arranged in advance with the Executive Headteacher and undertaken within the monitoring visit framework, including policy and schedule, established by the governing board.
- We will consider seriously our individual and collective needs for induction, training and development, and will undertake relevant training.
- We accept that in the interests of open government, 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's website.
- In the interests of transparency we accept that information relating to governors committee members will be collected and logged on the DfE's national database of governors (Edubase) with updates to any changes made as soon as possible.

Relationships

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

Confidentiality

- We will observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils, both inside or outside school.
- We will exercise the greatest prudence at all times when discussions regarding school business arise outside a governing board meeting.
- We will not reveal the details of any governing board vote.
- We will ensure all confidential documentation is securely stored and disposed of appropriately.

Conflicts of interest

- We will record any pecuniary or other business interest (including those related to people we are connected with) that we have in connection with the governing board'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/trust's website.
- We will also declare any conflict of loyalty at the start of any meeting should the situation arise.

- We 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 we believe this code has been breached, we will raise this issue with the chair and the chair will investigate; the governing board will only use suspension/removal, ensuring statutory guidance, procedures and regulations are followed, as a last resort after seeking to resolve any difficulties or disputes in more constructive ways.
- We understand we are expected only to exercise the power to remove an elected governor, with a five-year disqualification term, in exceptional circumstances where the actions or behaviour of the elected governor warrants removal rather than suspension.
- Should it be the chair that we believe has breached this code, another governing board member, such as the vice chair, will investigate.

Training and development

The school will provide at least one whole governor training session each academic year. In addition, governors are expected to undertake regular training to:

- gain expertise in their monitoring focus.
- more effectively contribute to the working of the full governing body.
- further their individual interests within the governing body.

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To be signed by all governors at the start of each academic year

I agree to abide by the principles and practice set out in this code of conduct and to uphold the values of Bromstone Primary School.

Name:

Signed

Date

In the event of a governor’s conduct falling short of these expectations we will follow the current Kent agreed policy.