



Code of Conduct for the Governing Board of Courtland School

(A protocol for working together)

Introduction

The following is not a definitive statement of responsibilities but is concerned with the common understanding of broad principles by which the Governing Board and individual governors will operate. It is highlighted that this is not a policy document and it will continually evolve to take into account new approaches and experience, for example:

- https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/583733/Competency_framework_for_governance.pdf and
- https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/582868/Governance_Handbook_-_January_2017.pdf

The Governing Body accepts the following principles and procedures:-

The Core Purpose of the Governing Body

We have responsibility for:

- determining the **vision**, aims and values of the school;
- monitoring and keeping under review the broad policies, plans and procedures within which the school operates; This will be through seeking evidence and asking probing questions.
- ensuring local accountability and
- insisting that the best interests of all pupils are paramount in decision-making to enhance each child's life chances.

The Governing Body must ensure that in delivering its responsibilities, it promotes and safeguards the welfare of children.

General

- We recognise that the Headteacher is responsible for the implementation of policy, day-to-day management of the school and the implementation of the curriculum.
- We recognise and value the different perspectives of Governors. We accept that all Governors have equal status and are representatives, not delegates, of different interest groups. These groups have a shared concern; the welfare of all the pupils in the school.
- With the exception of the Chair when urgent action is required, we have no legal authority to act individually, except when the Governing Board has given delegated authority to do so.
- We have a duty to act fairly and without prejudice, and in so far as we have responsibility for staff, we will fulfil the expectations as, or on behalf of, the employer.
- We recognise that we are accountable and will encourage open government and effective communication.
- We will consider carefully how our decisions may affect other schools.
- So far as we are aware, we will act in accordance with all appropriate legislation.

Commitment

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

Relationships

- We will strive to work as a team.
- We will seek to develop effective working relationships with the Headteacher, Staff and Parents, the LA and other relevant agencies and the local community.

Confidentiality

- We will observe confidentiality regarding the detailed information we receive as governors, especially in relation to the proceedings of the Governing Body in meetings and from our visits to school as governors.
- We will observe complete confidentiality when required or asked to do so by the Governing Board, especially regarding matters concerning individual Staff or Students.
- We will exercise the greatest prudence if a discussion of a potentially contentious issue affecting the school arises outside the Governing Board.

Conduct

- We will encourage the open expression of views at meetings, but accept collective responsibility for all decisions made by the Governing Board or its delegated agents. This means that we will not speak out against majority decisions, in public or private, outside the Governing Board.
- We will only speak or act on behalf of the Governing Board when we have been specifically authorised to do so.
- In making or responding to criticism or complaints affecting the school we will follow the procedures established by the Governing Board.
- Our visits to school will be undertaken within the protocol established by the Governing Board and agreed with the Headteacher and Staff.
- In discharging our duties we will always be mindful of our responsibility to maintain and develop the ethos and reputation of our school.

Suspension

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

Removal

- We recognise that removing a Governor from office is a last resort, and that it is the appointing bodies 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 Constitution Regulations so as to ensure a fair and objective process.