

Be the best we can, for ourselves, for others and for God



HILDENBOROUGH CHURCH OF ENGLAND PRIMARY SCHOOL GOVERNORS CODE OF CONDUCT

September 2016

Christian values underpin all that we do at Hildenborough CEP School. We feel it is important for both adults and children alike to understand that Christian values are based on God and the work of Jesus Christ. We believe that the understanding and application of Christian values strengthens the school community's spiritual development and this is reflected through daily deeds and actions. Core Christian values include hope, righteousness, love, and putting God first in our lives. As a school we have chosen the particular Christian values of love, honesty and courage to enhance the children's curriculum and daily school life.

Last Reviewed	Sept 2016
Next Review Date	Sept 2017
Ratified by	FGB
Ratified on	22.9.16
Lead Person	FGB
Category	Governors

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<p>HILDENBOROUGH CE PRIMARY SCHOOL GOVERNING BODY</p>
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CODE OF CONDUCT

For the members of the Governing Body of the School

We will conduct the Governance of the school with a view to promoting high standards of educational achievement, and the spiritual and moral development of pupils.

The Governing Body 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 managed

ROLES & RESPONSIBILITIES

We will take responsibility for determining, monitoring and keeping under review, the policies, plans and procedures within which the school operates.

- We recognise that it is the Headteacher who is responsible for the implementation of policy, day-to-day management of the school and operation of the curriculum. We do not expect to become involved in day-to-day management issues. We will actively support and challenge the Headteacher.
- We accept that we have no legal authority to act individually, except when the Governing Body has given us delegated authority to do so, and we will only speak on behalf of the Governing Body when we are specifically authorised to do so.
- We accept collective responsibility for all decisions made by the Governing Body or its delegated agents and therefore will not speak against majority decisions outside the Governing Body meeting.

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- We have a responsibility to maintain and develop the Christian nature and reputation of the school; our actions within the school community will reflect this.
- We have a general 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 consider carefully how our decisions might affect the community and other schools.
- We will encourage open government and will endeavour to be seen to do so through parent's meetings.
- We understand that all Governors have equal status and, although Governors are appointed or elected by different groups, their central concern should be the welfare of the school as a whole.
- We will adhere to the established and publicised procedures for dealing with complaints, and monitor and update them as necessary.

COMMITMENT

- We acknowledge that accepting office as governor involves the commitment of a significant amount of time and energy and we will involve ourselves actively in the work of the Governing Body and accept a fair share of responsibilities, including service on Working Groups.
- We accept a responsibility to attend relevant governor training sessions to obtain information on our role and responsibilities, and to keep updated with changes brought about by legislation and innovation in education.
- We accept that we must get to know the school well, undertake visits and take all possible opportunities for involvement with school activities.

RELATIONSHIPS

- We will strive to operate 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.
- We will support the Chair in their role of ensuring appropriate conduct both at meetings and at all times;
- We will develop effective working relationships with the Headteacher, staff, parents' groups, local education authority and other relevant agencies including the parish of St Johns, Hildenborough and the Rochester Diocesan Board of Education.
- We support the home-school agreement that has been adopted, together with a parental declaration, which complies with the requirements of the 1998 Education Act.

CONFIDENTIALITY

- We will respect complete confidentiality when either required or asked to do so by the Governing body or Headteacher, especially in relation to matters concerning individual staff or pupils, both inside and outside school.
- Although decisions reached at Governors' meetings are normally made public through

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minutes, we will exercise the greatest prudence at all times when discussions regarding the school arise outside the Governing Body meeting.

- We will not reveal the details of any Governing Body vote.
- All visits to the school will be undertaken within a framework, which has been established by the Governing body and agreed with the Headteacher. (Appendix A)
- In responding to criticism or complaints relating to the school, we will follow procedures established by the Governing body.

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 to Governing body business in the Register of Business Interests, and if any conflict arises in a meeting, we will offer to leave the meeting for the appropriate length of time.
- 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 Body.

BREACH OF THIS CODE OF CONDUCT

- If we believe this code has been breached, we will raise the issue with the Chair and the Chair will investigate; the Governing Body will only use suspension/removal as a last resort after seeking to resolve any difficulties or disputes in a constructive manner.
- Should we believe the Chair to be in breach of this Code, another Governor, such as the Vice-Chair will investigate.

The Seven Principles of Public Life

(Originally published by the Nolan Committee: 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).

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.

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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.

Signed:

(on behalf of the Governing body)

Date:

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