



Governors' Strategic Plan and Code of Conduct

This document sets out the Governors' Strategic Plan and Code of Conduct, including the functions of the Governing Body and the expectations on and commitment required from each Governor in order for the Governing Body to properly carry out its work within the School and the community.

Governors' Strategic Plan

The role of the Governing Body is a strategic one. By contrast the Head is responsible for the internal organisation, management and control of the School and the implementation of the strategic framework established by the Governing Body.

The Department for Education's Governance Handbook 2020 states that the purpose of governance is to provide confident, strategic leadership and to create robust accountability, oversight and assurance for educational and financial performance, and identifies three core functions for the Governing Body as set out below.

1. Ensuring clarity of vision, ethos and strategic direction.

The Governing Body and its individual members achieve this by:

- Providing a long term strategy for the School by establishing a vision and setting the ethos and aims of the School
- Agreeing the School Development Plan (SDP), including the setting of clear objectives, priorities and actions
- Ensuring that statutory duties are met, in particular that the policies required by law are in place and have been formally approved by the Governing Body and that it meets its duties under the Equality Act 2010
- Contributing to strategic discussions at Governing Body and Governing Body Committee meetings.

2. Holding the Head to account for the educational performance of the school and its pupils and the performance management of staff

The Governing Body and its individual members achieve this by:

- Appointing the Head
- Monitoring and evaluating progress of the School towards the objectives and priorities set out in the School Development Plan
- Considering all relevant data and other information provided on all aspects of the School's performance
- Agreeing the outcomes from the School's self-evaluation of the SDP and ensuring that these outcomes are used to inform future priorities and objectives
- Performance managing the Head
- Listening to and reporting to the School's stakeholders, pupils, parents, staff and the wider community, for the way in which the School is directed and managed.

3. Overseeing the financial performance of the School and making sure its money is well spent

The Governing Body and its individual members achieve this by:

- Setting the budget
- Allocating resources in line with the School's priorities and objectives set out in the SDP
- Monitoring spending against the budget
- Ensuring that the School makes the best use of its budget and that value for money is obtained
- Ensuring that the School has a clear budget forecast
- Ensuring risks to the School are identified and managed

Governors' Code of Conduct

As individuals on the Governing Body we agree to the following:

Role and Responsibilities

- We understand the role and purpose of the Governing Body and its individual members and the role of the Head.
- 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 therefore we will only speak on behalf of the Governing Body when we have been specifically authorised to do so.
- We accept collective responsibility for all decisions made by the Governing Body or its delegated agents. This means that we will not speak against majority decisions outside the Governing Body meeting.
- 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 responding to criticism or complaints affecting the School we will follow the School's Complaints Policy.
- We will actively support and challenge the Head.

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 Body, 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 to School arranged in advance with the staff and undertaken within a framework agreed with the Head.
- We will consider seriously our individual and collective needs for 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 Body, 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.

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.

- We will support the Chair in her role of ensuring appropriate conduct both at meetings and at all times.
- We are prepared to answer queries from other Governors 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 Head, staff and parents, 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 Body meeting.
- We will not reveal the details of any Governing Body vote.

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 Body'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'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 Body.

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 Body will only use suspension/removal as a last resort after seeking to resolve any difficulties or disputes in more constructive ways.

Should it be the Chair that we believe has breached 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.

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.

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