



PARKLANDS JUNIOR SCHOOL



Governor Expectations and Code of Conduct

At the Governing Board meeting on 3 November 2014, the Governors of Parklands Junior School approved the following behavioural expectations and Code of Conduct.

This was to ensure that **all** Governors make a meaningful contribution towards holding senior leaders to account for delivering the Governing Board's vision for the School and understand - through hard data and School visits - the impact of the Schools leadership team in making that vision a reality.

EXPECTATIONS

- Every Governor will have a "role", beyond simply attending the termly Governing Board meetings and one Governor Visit Day. It is envisaged that every Governor will sit on at least one Committee, but this is not a requirement if Governors are making a demonstrably meaningful contribution in other respects.
- All papers to be tabled at a Governing Board or Committee meeting are to be issued by the publishing individual at least seven days before the Board/Committee meeting. This is to ensure that attendees have enough time to review and consider questions surrounding information to be presented.

In return, each member of the Governing Board or Committee is to read and consider questions in respect of all papers submitted.

- The Governing Board and Senior Leadership Team will hold an annual off-site together for the purposes of strategic (medium term) financial and academic planning.

The responsibility for setting the Agenda and structure of the day will rest with the Headteacher and Chair, although other members of the Senior Leadership Team and Governing Board are likely to be required to contribute presentation materials for the day. The Governing Board is to issue a newsletter to parents at least twice during each academic year – the responsibility for producing this will be rotated around members of the Governing Board.

- New Governors will be required to complete induction training provided by Havering Governor Services and Level 1 Safeguarding training, as well as a DBS check.

Thereafter, all Governors are to undertake training so that they may perform their role and responsibilities competently and effectively

- Each Governor is to attend at least one of the two Governor visit days to be held each academic year. Also, to comply with the Guidance for Governor Visits approved from time to time by the Governing Board.
- Governors are to dress in a “professional” manner and wear School approved identification badges when visiting School during the academic day.

Code of Conduct for the Governing Board of Parklands Junior School

This code sets out the expectations on and commitment required from school governors and trustees in order for the governing board to properly carry out its work within the school and the community. It can be amended to include specific reference to the ethos of the particular school. ‘School’ includes academies, and it applies to all level of school governance.

The Governing Board has the following core strategic functions:

Establishing the strategic direction, by:

- Setting the vision, values, and objectives for the school
- Agreeing the School Development Plan 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

As individuals on the Board we agree to the following:

Role & Responsibilities

- We understand the purpose of the Board and the role of the 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.

- 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 affecting the school we will follow the procedures established by the governing board.
- We will actively support and challenge the headteacher.

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, 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 the framework established by the governing board and agreed with the headteacher.
- We will consider seriously our individual and collective needs for training and development, and will undertake relevant training

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 their 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 Headteacher, 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 board meeting.
- We will not reveal the details of any governing board 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 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 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 Board 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.