



The Governing Body Code of Conduct Version 3

This Code of Conduct has been adopted from the model code provided by the National Governance Association (NGA) and adapted to reflect the context of our school. All members of the Governing Board agree to abide by this Code and to uphold the standards and principles set out within it.

The Seven Principles of Public Life

We agree to abide by the Seven Principles of Public Life:

Selflessness

We will act solely in terms of the public interest.

Integrity

We will avoid placing ourselves under any obligation to people or organisations that might try inappropriately to influence us in our work. We will not act or take decisions in order to gain financial or other material benefits for ourselves, our family or our friends. We will declare and appropriately manage any interests, relationships or conflicts of interest.

Objectivity

We will act and take decisions impartially, fairly and on merit, using the best available evidence and without discrimination or bias.

Accountability

We are accountable to the public for our decisions and actions and will submit ourselves to the scrutiny necessary to ensure this.

Openness

We will act and take decisions in an open and transparent manner. Information will not be withheld from the public unless there are clear and lawful reasons for doing so.

Honesty

We will be truthful.

Leadership

We will exhibit these principles in our own behaviour. We will actively promote and robustly support these principles and be willing to challenge poor behaviour wherever it occurs.

Our core governance functions

We will focus on our core governance functions:

1. ensuring there is clarity of vision, ethos and strategic direction;
2. holding executive leaders to account for the educational performance of the organisation and its pupils, and for the performance management of staff;
3. overseeing the financial performance of the organisation and making sure its money is well spent; and
4. ensuring that the voices of stakeholders are heard.

The Governing Board recognises that its role is strategic. We will provide support and challenge to school leaders while respecting the distinction between governance and the day-to-day operational management of the school.

As individual board members, we agree to:

Fulfil our role and responsibilities

1. We accept that our role is strategic and will therefore focus on our core governance functions rather than involve ourselves in the day-to-day management of the school.
2. We will develop, share and uphold the ethos and values of our school.
3. We agree to adhere to the school's policies and procedures, as set out in the school's governing documents and applicable legislation and guidance.
4. We shall fully cooperate with individual requests that are necessary to ensure organisational compliance, including Disclosure and Barring Service (DBS), identity, right to work and other required checks.
5. We will work collectively and in the best interests of the school and its pupils.
6. We will be candid but constructive, respectful and evidence-informed when holding senior leaders to account.
7. We will consider how our decisions may affect pupils, staff, families, the school and the local community.
8. We will stand by the decisions that we make collectively, while recognising that we have a responsibility to raise concerns appropriately where we believe a decision may be unlawful, unsafe or inconsistent with this Code.
9. Where decisions or actions conflict with the Seven Principles of Public Life, relevant legislation or statutory duties, or may place pupils or

others at risk, we will speak up and bring the matter to the attention of the appropriate person or authority.

10. We will only speak or act on behalf of the Governing Board where we have the authority to do so.
11. We will fulfil our responsibilities as a good employer, acting fairly, consistently and without unlawful discrimination or prejudice.
12. When making or responding to complaints, we will follow the school's established complaints procedures and will not seek to circumvent those procedures through our role as governors.
13. We will strive to uphold the school's reputation in our private communications, including on social media, while recognising that we remain personally responsible for our own communications and conduct.
14. We will have regard to our responsibilities under the Equality Act 2010 and will work to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. We will promote an inclusive environment in which all pupils, staff, families and board members are treated with dignity and respect.
15. We will have regard to our safeguarding responsibilities and ensure that safeguarding remains central to our governance work. We will act promptly and appropriately where we have concerns about the safety or wellbeing of a child.

Demonstrate our commitment to the role

1. We will involve ourselves actively in the work of the Governing Board and accept our fair share of responsibilities, including serving on committees, panels or working groups where required.
2. We will make every reasonable effort to attend all meetings and, where we cannot attend, explain in advance why we are unable to do so.
3. We will arrive at meetings prepared, having read the papers in advance, ready to make a positive contribution and observe agreed meeting protocols.
4. We will get to know the school well and respond to appropriate opportunities to involve ourselves in school activities.
5. We will visit the school and, when doing so, will make arrangements with relevant staff in advance and observe school and Governing Board protocols.
6. When visiting the school in a personal capacity, for example as a parent or carer, we will continue to honour the commitments made in this Code and will not use our position as a governor to seek preferential treatment.
7. We will participate in induction and ongoing training and development, prioritising training in areas necessary to fulfil our statutory and governance responsibilities, including safeguarding, and will seek to

- develop our individual and collective skills and knowledge on an ongoing basis.
8. We will undertake any training reasonably required to enable us to fulfil our responsibilities effectively.
 9. We will reflect on and contribute to the effectiveness of the Governing Board and our own effectiveness as individual board members.

Build and maintain relationships

1. We will develop effective working relationships with school leaders, staff, parents and carers, pupils and other relevant stakeholders from our local community.
2. We will respect the remit of, and engage constructively with, relevant authorities, other schools and other organisations with whom the school works.
3. We will express views openly, courteously and respectfully in all our communications with board members, school leaders and staff, both inside and outside meetings.
4. We will work to create an inclusive environment where each board member's contribution is valued and where constructive challenge is welcomed.
5. We will support the Chair in their role of leading the Governing Board and ensuring appropriate standards of conduct.
6. We will seek to resolve disagreements constructively and through the appropriate governance channels rather than through personal criticism or public communications.
7. We will maintain professional boundaries between our role as governors and our personal relationships with pupils, families and staff.

Respect confidentiality

1. We will observe appropriate confidentiality both inside and outside school when matters are deemed confidential or where they concern individual staff, pupils, families or other individuals.
2. We will not disclose confidential information obtained through our role as a governor unless we are authorised or legally required to do so.
3. We will not reveal the details of any confidential Governing Board vote or discussion where confidentiality applies.
4. We will ensure that confidential papers and information are accessed, stored, shared and disposed of appropriately and securely.
5. We will comply with applicable data protection requirements and the school's information governance arrangements.
6. We will maintain appropriate confidentiality even after we leave office.

7. We recognise that confidentiality does not prevent or restrict the appropriate reporting of safeguarding concerns, suspected unlawful conduct, serious wrongdoing or other matters where disclosure is required or justified by law.

Declare conflicts of interest and be transparent

1. We will declare any business, personal, financial or other interest that we have in connection with the Governing Board's business or the school's activities. Relevant interests will be recorded in the school's Register of Business Interests.
2. We will also declare any conflict of loyalty at the start of any meeting, or as soon as the need arises.
3. We recognise that conflicts of interest can be actual, potential or perceived and that declaring an interest does not, by itself, resolve the conflict.
4. Where a conflict of interest arises, we will withdraw from the relevant discussion and any subsequent decision or vote where required by the school's procedures, governing documents or applicable law, and will comply with any direction from the Chair or Governing Board concerning our participation.
5. We will not use our position as a governor to obtain any improper benefit for ourselves, our family, our friends or any organisation with which we are connected.
6. We will act as a governor of the school and not as a representative or delegate of any particular group, organisation or interest.
7. We will ensure that declarations of interests are kept up to date and will notify the appropriate person promptly of any changes.
8. We accept that the school's Register of Business Interests will be published on the school website in accordance with applicable requirements.
9. We accept that, in the interests of open governance and in accordance with applicable requirements, relevant information about Governing Board members will be published on the school website. This will include appropriate details such as names, category of governor, appointing body, term of office, roles and responsibilities, attendance and relevant business and financial interests.
10. We accept that information relating to board members will be collected and recorded on the Department for Education's national governance database, Get Information about Schools (GIAS), and that some information may be publicly available.
11. We will provide accurate and timely information required for the school to maintain its governance records and meet its statutory and transparency obligations.

Our commitment to safeguarding, equality and inclusion

As members of the Governing Board, we recognise our collective responsibility for ensuring that safeguarding, equality and inclusion are embedded within the strategic leadership of the school.

We will:

1. ensure that safeguarding is treated as a fundamental responsibility of the Governing Board;
2. challenge and support school leaders to ensure that appropriate safeguarding arrangements are in place and effective;
3. ensure that pupils' welfare and best interests remain central to our decision-making;
4. have due regard to the Equality Act 2010 and the Public Sector Equality Duty where applicable;
5. promote equality of opportunity and an inclusive culture for pupils, staff, families and governors;
6. ensure that our decisions are informed by appropriate evidence and take account of their potential impact on different groups within the school community; and
7. challenge discrimination, harassment, bullying or other inappropriate behaviour where we become aware of it.

Breaches of this Code

We understand that potential or perceived breaches of this Code will be taken seriously.

Where concerns arise about a board member's conduct, these will be addressed fairly, proportionately and through the appropriate Governing Board procedures. A breach of this Code may lead to appropriate action or formal sanctions in accordance with the school's governing documents, relevant regulations and applicable procedures.

Nothing in this Code prevents a board member from raising a legitimate concern through an appropriate whistleblowing, safeguarding, complaints or other statutory process.

Adoption and review

Adopted by: Old Fletton Governing Body

Adopted on: 4th October 2023

We agree that this Code of Conduct will be reviewed and approved annually by the full Governing Board.