

# Code of Conduct for Glascote Academy LGB

This code of conduct sets out the behaviour and conduct expected of all school governors.

## The Local Governing Board

The Local Governing Board is legally responsible for the conduct of the school with a view to promoting high standards of educational achievement.

The Local Governing Board should:

- Ensure delegated responsibilities from the Trust Board are carried out
- Work with the Trust Board to ensure clarity of vision, ethos and strategic direction
- Operate in such a way that statutory duties are met and priorities are approved
- Provide challenge and hold the Headteacher and other senior leaders to account for improving the quality of teaching, pupils' achievement and pupils' behaviour and safety
- Use performance management systems to improve teaching
- Support and strengthen school leadership
- Contribute to the school's self-evaluation and understand its strengths and weaknesses
- Engage with key stakeholders
- Use the pupil premium and other resources to overcome barriers to learning, including reading, writing and mathematics.

## Core Functions of the Local Governing Board

The School Governance (Roles, Procedures and Allowances) (England) Regulations 2013 set out core functions which the Local Governing Body must strongly focus on and retain oversight of.

### 1. Ensuring that the vision, ethos and strategic direction of the school are clearly defined

It is the job of the Local Governing Board to:

- Set the school's strategic framework
- Ensure the school supports the Academy Trust's long term strategic vision
- Agree the strategic priorities, aims and objectives for the school
- Sign off the delegated policies, plans and targets as delegated by the Trust Board

### 2. Ensuring that the Headteacher performs his or her responsibilities for the educational performance of the school

The Trust Board is responsible for the appointment and performance management of the Headteacher. Part of the LGB role is to support and strengthen the Headteachers' leadership and to hold them to account for the performance of pupils and staff. This is particularly important in the relation to the educational performance of the school.

**The Local Governing Board should play a strategic role and leave the running of the school to the Head teacher they have appointed. The Local Governing Board must not interfere with the day to day running of the school.**

## Ways of Working

- The way the Local Governing Board operates and organises itself should be kept under review
- The Local Governing Board should consider how to use their powers to delegate functions and decisions to individual Governors
- The Local Governing Board must meet at least three times a year
- Headteachers and Chairs should work together to ensure that meetings are well planned at appropriate intervals and that agendas are fit for purpose

## The Headteacher

- The Headteacher's responsibilities include the internal organisation, management and control of the school and the educational performance of the school.
- The Headteacher will deliver the aims of the Trust Board through the day-to-day management of the school, implementation of the agreed policy framework and school improvement strategy and the delivery of the curriculum.
- It is the Headteacher's legal duty to provide the Local Governing Board with all the information they need to do their job well. They should provide regularly a wide range of other management information so that the Local Governing Board can monitor different aspects of life in the school throughout the year.
- The Headteacher must comply with any reasonable direction of the Local Governing Board.
- The Headteacher is accountable to the Trust Board for the performance of all his or her responsibilities.

## The Chair

- The Local Governing Board must appoint a Chair to lead and manage the Local Governing Board.
- The Chair plays a crucial role in setting the culture of the Local Governing Board and is first among equals, but has no individual power.
- The Chair may only make decisions or act on behalf of the Local Governing Board if:
  - The Local Governing Board have delegated that decision to the Chair of Governors.
  - The Chair is of the opinion that a delay in exercising a function would be detrimental to the school, anyone who works at the school or any pupil at the school or their parent.
- The Chair is the principle link between the Local Governing Board, the Headteacher and the Trust Board. The Headteacher and Chair should meet regularly at mutually convenient times to discuss school matters and the Chair should be a critical friend by offering support, challenge and encouragement.
- The Chair works with the appointed Clerk to set Local Governing Board agendas and approves draft minutes of Local Governing Body meetings.

## The Vice-Chair

In the absence of a Chair of Governors, the Vice-Chair will take on that role.

## Governors

In law the Local Governing Board is a corporate body, which means that no Governor can act on her/his own without proper authority from the Local Governing Board or Trust Board. All Governors carry equal responsibility for decisions. If a function of the Local Governing Board has been delegated to an

individual, the individual must report to the Local Governing Board in respect of any action taken or decisions made.

The overriding concern of the Governors has to be the welfare of the school as a whole, regardless of the route by which they were appointed and the type of Governor they are i.e. staff, parent, co-opted.

For Governing Boards to carry out their role effectively, Governors must be prepared and equipped to take their responsibilities seriously. They should:

- Prepare for meetings by reading papers beforehand
- Make every effort to attend meeting promptly, regularly and for the full time
- Take responsibility for their own learning, training and development as a Governor

In addition they should:

- Work as a member of a team at all times and be loyal to collective decisions made by the Local Governing Board
- Recognise that all Governors have the same rights
- Act in the best interest of the school at all times
- Not do anything that might undermine the Local Governing Board's statutory requirement to promote community cohesion
- Respect confidentiality
- Listen to and respect the views of others
- Express their own views clearly and succinctly
- Declare any conflicts of interest
- Take their fair share of work/ positions of responsibility
- Know, understand and work within the Trust's Scheme of Delegation
- Report any evidence of fraud, corruption or misconduct to an appropriate person or Authority
- Adhere to the seven principles of public life (below) originally published by the Nolan Committee
- Ensure that communication undertaken via social networking sites is comparable to one to one interaction, meaning that all aspects of this code of conduct are taken account of when posting information, messages, pictures or video footage on-line.

## **The Seven Principles of Public Life**

As recommended by the Committee on Standards in Public Life 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.

**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.

## **The Agreement**

### **In General**

- a) We understand the purpose of the Local Governing Board and the role of the Headteacher, Chair and Vice-Chair as set out above.
- b) We are aware of and accept the Nolan seven principles of public life.
- c) We accept that we have no legal authority to act individually, except when the Local Governing Board has given us delegated authority to do so, and therefore we will only speak on behalf of the Local Governing Board when we have been specifically authorised to do so.
- d) 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.
- e) We will encourage open government and will act appropriately.
- f) We accept collective responsibility for all decisions made by the Local Governing Board or its delegated agents. This means that we will not speak against majority decisions outside the Local Governing Board meeting.
- g) We will consider carefully how our decisions may affect the community and other schools.
- h) We will always be mindful of our responsibility to maintain and develop the ethos and reputation of our school and to promote community cohesion. Our actions within the school and the local community will reflect this.
- i) In making or responding to criticism or complaints affecting the school we will follow the procedures established by the Trust Board.
- j) We understand that communication via social networking sites in a variety of formats is deemed comparable to one-to-one interaction for the purpose of this code of conduct.

### **Commitment**

- a) We acknowledge that accepting office as a Governor involves the commitment of time and energy.
- b) We will each involve ourselves actively in the work of the Local Governing Board, and accept our fair share of responsibilities, including service on working groups or as nominated Governors.
- c) We will prepare for meetings by reading papers beforehand.
- d) We will make every effort to attend all meetings promptly, regularly and for the full time. Where we cannot, we will endeavour to explain in advance in full why we are unable to.
- e) We will get to know the school well and will respond to opportunities to involve ourselves in school activities.
- f) Our visits to school will be arranged in advance with the staff and undertaken within the framework established by the Local Governing Board and agreed with the Headteacher.
- g) We will consider seriously our individual and collective needs for training and development, and will undertake relevant training.

h) We are committed to actively supporting and challenging the Headteacher.

## **Relationships**

- a) We will strive to work as a team in which constructive working relationships are actively promoted.
- b) We will express views openly, courteously and respectfully. The Governor chairing the meeting is responsible for ensuring appropriate conduct at all times and the other Governors are responsible for supporting the Chair in that role.
- c) 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.
- d) We will seek to develop effective working relationships with the Trust Board, Headteacher, staff and parents, the local authority and other relevant agencies and the community.

## **Confidentiality**

- a) 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
- b) We will exercise the greatest prudence at all times when discussions regarding school business arise outside a governing board meeting.
- c) We will not reveal the details of any governing board vote.
- d) We will not reveal the details of discussions in Local Governing Board meetings or comments made by individual Governors at those meetings.

## **Conflicts of interest**

- a) We will record any pecuniary interest that we have in connection with the governing board's business in the Register of Business Interests.
- b) We will also declare any personal or pecuniary interest in a matter under discussion at a meeting and offer to leave the meeting for the appropriate length of time.

## **Implementation of this Code of Conduct**

- a) We understand that any allegation of a material breach of this code of conduct by any Governor shall be raised at a meeting of the Local Governing Board and. If agreed to be substantiated by a majority of Governors, shall be minuted.
- b) We understand that any Governor whose conduct is minuted twice in twelve months shall be suspended for a period of six months from the date of the second minute.
- c) We are aware of the provisions of regulation 15(1) of the School Governance (Procedures) (England) Regulations 2003 which pertain to qualification and disqualification for the role of school Governor and grounds for suspension.
- d) We understand that no governor/associate member can refuse a DBS check and that all governors must hold an enhanced DBS certificate with effect from 1 April 2016

## **Publication on Website**

The following information about each governor / associate member will be published on the school's website:

- Name

- Category of governor
- Which body appoints them
- Term of office
- The names of any committees the governor serves on
- Details of any positions of responsibility such as chair or vice-chair of the governing board or a committee
- Details of attendance at meetings

Governing Boards have a duty to publish on their website their register of interests. The register should set out the relevant business interests of governors and details of any other educational establishments they govern. The register should also set out any relationships between governors and members of the school staff including spouses, partners and relatives.

## **Edubase**

The following additional governor information will be held on Edubase – a Government National database with effect from September 2016:

- Post Code
- Date of Birth
- Previous names
- Nationality
- Direct e
- Email address for Chair

**The Local Governing Board of Glascote Academy adopted this code of conduct on Monday 3 October 2016**

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**Chair**

**Signatories**

