

Charlton Park Academy

Governors Code of Conduct

The Governing Body has the following core strategic functions:

Establishing the strategic direction, by:

- Setting the vision, values, and objectives for the academy.
- Agreeing the academy improvement strategy with priorities and targets.
- Meeting statutory duties.

Ensuring accountability, by:

- Appointing the Principal.
- Monitoring progress towards targets.
- Performance managing the Principal.
- Engaging with stakeholders.
- Contributing to academy 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 the Governing Body will agree to the following:

Role & Responsibilities

- To understand the purpose of the board and the role of the Principal.
- To 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 body when we have been specifically authorised to do so.
- To accept collective responsibility for all decisions made by the board or its delegated agents. This means that they will not speak against majority decisions outside the governing body meeting.
- Have a duty to act fairly and without prejudice, and in so far as we have responsibility for staff, to fulfil all that is expected of a good employer.
- Encourage open government and act appropriately.
- Consider carefully how our decisions may affect the community and other academies.
- Always be mindful of our responsibility to maintain and develop the ethos and reputation of our academy. Our actions within the academy and the local community will reflect this.
- In making or responding to criticism or complaints affecting the academy, follow the procedures established by the governing body.
- Actively support and challenge the Principal.

Commitment

- Acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.
- Involve themselves actively in the work of the governing body, and accept their fair share of responsibilities, including service on committees or working groups.
- Make full efforts to attend all meetings and where unable to, attend explain in advance why.
- Get to know the academy well and respond to opportunities to involve themselves in academy activities.
- Visit the academy, with all visits to academy arranged in advance with the staff and undertaken within the framework established by the governing body and agreed with the Principal.
- Consider seriously individual and collective needs for training and development and undertake relevant training.
- Accept that in the interests of open government, names, terms of office, roles on the governing body, category of governor and the body responsible for appointing the governing body will be published on the academy's website.

Relationships

- Strive to work as a team in which constructive working relationships are actively promoted.
- Express views openly, courteously and respectfully in all our communications with other governors.
- Always support the chair in their role of ensuring appropriate conduct both at meetings and.
- Be prepared to answer queries from other governors in relation to delegated functions and take into account any concerns expressed, and acknowledge the time, effort and skills that have been committed to the delegated function by those involved.
- Seek to develop effective working relationships with the Principal, staff and parents, the local authority and other relevant agencies and the community.

Confidentiality

- Observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils, both inside and outside academy.
- Exercise the greatest prudence at all times when discussions regarding academy business arise outside a governing body meeting.
- Not reveal the details of any governing body vote.

Conflicts of Interest

- Record any pecuniary or other business interest (including those related to people they are connected with) held in connection with the governing body's business in the Register of Business Interests, and if any such conflicted matter arises in a meeting, offer to leave the meeting for the appropriate length of time, and accept that the Register of Business Interests will be published on the academy's website.
- Declare any conflict of loyalty at the start of any meeting should the situation arise.
- Act in the best interests of the academy 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 it is believed this code has been breached, raise the issue with the chair, who 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 the chair be the focus of an alleged breach, another governor 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.

Approved by the Governing Body: [DATE]

Last reviewed on: [DATE]

Next review due by: [DATE]