

*'...those who hope in the LORD will renew their strength. They will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint.'* Isaiah 40:31

connect | nurture | aspire | learn | excel | hope

## Code of Practice and Conduct for Local Governing Bodies

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### The Core Roles.

In legislation, the Governors Role is summarised by three core functions

1. Ensuring clarity of vision, ethos and strategic direction;
2. Holding the Principal/Headteacher to account for the educational performance of the Academy and its pupils, and the performance management of staff; and
3. Overseeing the financial performance of the Academy and making sure its money is well spent.

For those academies that are part of Aquila (the MAT) which have a distinctive ethos, Governors are also responsible for:

4. Upholding the principles of its foundation and ensuring that the Academies' ethos plays an integral part of the work within its community.

### The Purpose of the Local Governing Body

In legal terms, the Local Governing Body is a committee of the MAT and has been delegated autonomy from the MAT Board. In broader terms, however, the Local Governing Body is entrusted to ensure that children are attending a successful Academy that provides them with an excellent education, supports their well-being and is underpinned by high standards and expectations.

The Local Governing Body is a corporate body, which means:

- No governor can act on her/his own without proper authority from the Local Governing Body or the MAT Directors;
- All Governors carry equal responsibility for decisions made, and
- Although appointed through different routes (i.e. parents, staff, director appointed, ex-officio), the overriding concern of all governors must be the welfare of the Academy as a whole and all members of its community.

### The Code

#### General Principles

- I understand the purpose of the Local Governing Body and the role of the Principal/Headteacher.
- I am aware of and accept the Nolan "Principles of Public Life" which are.
  1. Selflessness
  2. Integrity
  3. Objectivity
  4. Accountability
  5. Openness
  6. Honesty
  7. Leadership
- I understand and accept that I have no legal authority to act individually, except when I have delegated authority to do so. I will therefore only speak on behalf of the Local Governing Body when expressly authorised to do so.
- I have a duty to act impartially and without prejudice with my fellow governors. In so far as we have a responsibility to the staff of our Academy, we will fulfil all that is expected of a good employer at the local level.
- I recognise and will encourage open dialogue and will act appropriately to ensure this is achieved.

- I accept collective responsibility for all decisions made by the Local Governing Body and will not speak against majority decisions outside of meetings.
- I will consider carefully how our decisions may affect our community and other schools or academies within that community and will look to work with them where appropriate.
- I will always be mindful of our responsibility to maintain and develop the distinctive ethos where appropriate but also the reputation of our Academy in all instances. My actions within the Academy and community will reflect this.
- In making or responding to criticisms or complaints affecting the Academy I recognise that these will be dealt with using the procedures established by the MAT.

### Commitment

- I acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.
- With my fellow governors, I will actively engage in the work of the Local Governing Body, and accept a fair share of responsibilities, including service on committees or working groups.
- I will make full efforts to attend all meetings and explain in advance where I cannot.
- I will get to know the Academy and respond to opportunities to become involved in its activities where possible.
- My visits to our Academy will be arranged in advance within the framework established by the Local Governing Body and agreed with the Principal/Headteacher.
- I will consider my individual and collective needs for training and development, and will undertake **at least one relevant training session per year** in addition to any in-house training that may be arranged.
- I commit to supporting and challenging the Principal/Headteacher in a constructive and appropriate manner.

### Relationships

- I will strive to work as a team in which we actively promote constructive working relationships at all levels.
- I will express views openly, courteously and respectfully in all my communications.
- I will support the Chair in their role of ensuring appropriate conduct both at meetings and at all times. In supporting the Chair, I will obtain a clearer understanding of the role and accept the role should the body choose to elect me to the position in the future.
- As a member of the Governing Body, I will seek to develop effective working relationships with the Principal/Headteacher, staff and parents, the MAT Board, the community and other associated agencies.

### Confidentiality

- I will observe complete confidentiality when matters are deemed so by the Local Governing Body or where they concern particular members of staff or pupil, both inside or outside Academy.
- I will exercise the greatest prudence at all times when discussions regarding Academy business arise outside a Local Governing Body meeting.
- I will not reveal the details of any Local Governing Body vote.
- Where I am approached about the work undertaken by the Local Governing Body and the decisions that it makes, I will refer any individuals to the minutes as the public record of the Governing Body's work.

### Conflicts of interest

- I recognise that the role of governor, staff member and volunteer in the Academy are different. Where I am also a staff member and/or volunteer in the Academy, I will maintain the separation of my roles. I will consider whether the nature of agenda items would constitute a conflict of interest and whether my engagement could call any decision into question now and in the future.
- I will record any pecuniary or other business interest that I may have in the Register of Business Interests and offer to leave the meeting where appropriate.

**Breach of this Code**

**I understand that a violation of this code could bring the office of governor into disrepute. This could then lead to suspension or removal from my post via means outlined within the MAT’s associated policies and processes.**

**Undertaking:**

As a member of the Local Governing Body of.....

I will always have the well-being and success of the children and the reputation of the Academy at heart;

I will do all I can to be an ambassador for the Academy, publicly supporting its aims, values and distinctive ethos where appropriate;

I will never say or do anything publicly that could embarrass the Academy, the Local Governing Body, the Principal/Headteacher and their staff or Aquila;

I agree to conduct myself with a view to all of the principles outlined above.

**Signed:..... Printed Name:..... Date: .....**

**Reviewed at the first meeting of each academic year**

**Signed:..... Printed Name:..... Date: .....**

**Signed:..... Printed Name:..... Date: .....**

**Signed:..... Printed Name:..... Date: .....**