

# St Mary's CofE Primary School

## Governing Body Code of Conduct

This code sets out the expectations and commitment required from members of the governing body, at St Mary's C of E Primary School. As holders of public office, governors always conduct themselves in accordance with the seven principles of public life:

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership

**Governing Bodies have the following core functions:**

- Ensuring clarity of vision, ethos and strategic direction;
- Holding executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff; and
- Overseeing the financial performance of the organisation and making sure its money is well spent.

**As individual governors, we agree to fulfil these core functions through the following principles and commitments:**

### Role & Responsibilities

- we understand the role and responsibilities of the governing body and the Headteacher/executive leaders
- we will actively support and challenge the Headteacher
- we accept that we have no legal authority to act individually, except when the whole governing body 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

### Commitment

- We acknowledge that being a governor involves the commitment of time and involvement in school life and to our own individual professional development.
- We will actively involve ourselves in the work of the governing body, including serving on committees/working groups and making regular visits to the school.
- We will make every effort to attend all meetings and where we cannot, we will submit our apologies and explain, at least 24 hours in advance, why we are unable to attend, to the clerk to the governing body.
- We will get to know the school well and respond to opportunities to visit and get involved in school activities.
- We will regularly reflect on our individual skills and experiences, relevant to governance and how these impact on individual and collective training and development needs of the governing body, accessing appropriate training and development activities that will contribute to effective governance at the school.

### Collective Responsibility

**The Governing Body of St Mary's C of E Primary School adopted this Code of Conduct on: 3 July 2025 for implementation from 1 September 2025**

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- We accept collective responsibility for all decisions made by the governing body. This means that we will not speak against decisions outside governing body meetings and always present a united front.
- 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 during meetings and at all times.

### Confidentiality

- We will observe total confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils, both inside or outside school. This will include not discussing the content of minutes/meetings until such time as the governing body approves minutes at its next meeting
- 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 body vote, including our own voting intentions or history

### 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 body's business, in the Register of Interests.
- We will declare any potential conflict at the start of any meeting.
- We will act in the best interests of the school as a whole and not as a representative of any group, regardless if elected or appointed 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, who will investigate: the governing body will only use suspension/removal as a last resort after seeking to resolve any difficulties or disputes.
- Should it be the Chair that we believe has breached this code, another governor, such as the vice chair will investigate.
- The Governing Body when considering breaches of this code should recognise its powers to suspend and or remove governors and ensure that appropriate and statutory processes and procedures are always adhered to.

### Removal from Office

- The Governing Body in determining whether to remove, rather than suspend a governor will make reference to the *School Governance (Constitution and Federations) (England) (Amendment) Regulations 2017* and statutory guidance issued in August 2017 in considering whether:
  - There have been repeated grounds for suspension

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- Serious misconduct has occurred which either threatens to bring the school, Governing Body or Governance into disrepute
- There has been serious or repeated failure to contribute meaningfully to the effectiveness of governance at the school, such as non- attendance at meetings, not engaging in training or not participating in meetings.
- They have engaged in conduct aimed at undermining British values.
- The actions of the governor are sufficiently detrimental and compromise the operational efficiency of the school.

**Governors to confirm their agreement on Governorhub**

Review: September 2026

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