

Code of Conduct for Scholars Academy Trust Local Governing Body

This code sets out the expectations on and commitment required from school governors in order for the governing board to properly carry out its work within our school and the community.

Core Values

The Local Governing Body will at all times:

- Observe the highest standards of impartiality, integrity and objectivity in relation to the governance
- Be accountable to its stakeholders and regulatory bodies for its activities

Expectations

All local governing body members are required to follow the seven principles of public life.

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.

The Local Governing Body has the following strategic functions in line with the Scholars Academy Trust core values:

Establishing the local school strategic direction by:

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

Ensuring accountability by:

- Monitoring progress towards targets
- Monitoring the performance management of staff (excluding Headteacher)
- Engaging with stakeholders
- Contributing to school self-evaluation

Ensuring financial probity in accordance with scheme of delegation of the Local Governing Body for each school.

As individuals on the Local Governing Body we agree to the following:

Role & Responsibilities

- We understand the purpose of the trustees, local governing body and the role of the headteacher.
- We accept that we have no legal authority to act individually, except when the trustees or local governing body has given us delegated authority to do so, and therefore we will only speak on behalf of the Local Governing Body when we have been specifically authorised to do so.
- We accept collective responsibility for all decisions made by the trustees, local governing body or its delegated agents. This means that we will not speak against majority decisions outside the governing board meeting or trustee board.
- 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.
- We will encourage open government and will act appropriately.
- We will consider carefully how our decisions may affect the community and other schools.
- We will always be mindful of our responsibility to maintain and develop the ethos and reputation of our school. Our actions within the school and the local community will reflect this.
- In making or responding to criticism or complaints affecting the school we will follow the procedures established by the governing body and trustee board.
- We will actively support and challenge the headteacher.

Commitment

- We acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.
- We will each involve ourselves actively in the work of the governing board, and accept our fair share of responsibilities, including service on committees or working groups.
- We will make full efforts to attend all meetings and where we cannot attend explain in advance why we are unable to.
- We will get to know the school well and respond to opportunities to involve ourselves in school activities.
- We will visit the school as individuals a least twice per annum for monitoring purposes, with all visits to school arranged in advance with the staff and undertaken within the framework established by the governing board and agreed with the headteacher. A written report of the visit will be presented to the local governing body.
- We will consider seriously our individual and collective needs for training and development, and will undertake relevant training

Relationships

- 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 at meetings and at all times.
- 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.
- We will seek to develop effective working relationships with the headteacher, staff, parents, community, trustee board and other relevant agencies.

Confidentiality

- 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
- 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 board vote.

Conflicts of interest

- We will record any pecuniary or other business interest that we have in connection with the trustee board or local governing body's business in the Register of Business Interests, and if any such conflicted matter arises in a meeting we will offer to leave the meeting for the appropriate length of time.
- Similarly, we will declare any personal interest, such as friend and family connections, and offer to leave the room.
- We will act in the best interests of the school 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 we believe this code has been breached, we will raise this issue with the chair and the chair will investigate; the governing board will only use suspension/removal as a last resort after seeking to resolve any difficulties or disputes in more constructive ways.
- Should it be the chair that we believe has breached this code, the matter will be brought to the Chair of the trustees board who will determine the course of action and ensure the matter is investigated.

Governor Declaration on Appointment

Scholars Academy Trust

I confirm that I am willing to act as a governor I further confirm that I am not disqualified from so acting by virtue of any provisions of the Articles of Association of the Academy Trust, including, but not limited to, the requirement that I am not disqualified from acting as a governor by virtue of section 178 of the Charities Act 2011.

I confirm that I will abide by the terms of reference.

I confirm that I will abide by the confidentiality requirements.

I confirm that I will abide by the requirement to state conflict of interests.

Signed

Date.....

Please sign and retain the additional copy of this document with your records.

Scholars Academy Trust: a company limited by guarantee

Company registration number: 8515149