



The Raleigh School Governors' Code of Conduct

The Raleigh School's vision is *to inspire independence and nurture a life-long love of learning, creating proactive and responsible citizens who achieve their full potential*. The Governing Body of the Raleigh School is committed to supporting the School in achieving its vision and has a vital role to play in making sure every pupil gets the best possible education in a safe and supportive environment.

We have adopted the following principles and procedures to define the expectations of, and commitment required from all governors in order for the Governing Body to carry out its work within the school and the community. We work as an effective team and all members contribute their individual skills, knowledge and experience to ensure that the overall workload is shared. Together, the Governing Body has a collective responsibility to act, at all times, with integrity, objectivity and honesty and in the best interests of the School.

The Governing Body will focus on the following core strategic functions:

Establishing the strategic direction of the School, by:

- setting the vision, values, and objectives for the School.
- agreeing the School Development Plan and improvement strategy with appropriate priorities and targets.
- meeting statutory duties.

Ensuring accountability, by:

- appointing and holding the Headteacher to account for the educational performance of the school and its pupils.
- systematically monitoring progress towards meeting agreed development targets.
- contributing to School self-evaluation.

Overseeing the financial performance of the school, including setting the budget and monitoring spending thus ensuring value for money is obtained and risks are managed.

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

Commitment

We accept that being a governor involves the commitment of significant amounts of time and energy and we agree to:

- be active and involved members of the Governing Body, attend regularly and share responsibilities, including service on committees or working groups.
- get to know the School well and respond to opportunities to involve ourselves in School activities.

- visit the School and ensure that all visits are arranged in advance with School staff and are undertaken within the framework established by the Governing Body and agreed with the Head teacher.
- attend training and take responsibility for our own learning and development as a Governor.
- prepare fully for meetings by considering all paperwork beforehand.

Role & Responsibilities

- We understand the purpose of the Governing Body and our responsibility for determining, monitoring and keeping under review the broad policies, plans and procedures of the School.
- We recognise that the Headteacher is responsible for the implementation of policy, day-to-day management of the School and the implementation of the curriculum.
- We accept that we have no legal authority to act individually, except when the governing body has given us delegated authority to do so.
- We accept that all Governors have equal status and, although appointed by different groups, our overriding concern will be the welfare of the School as a whole.
- 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 consider carefully how our decisions may affect pupils, the community and other schools.

Relationships and Conduct

We agree to work constructively as a team at all times and be loyal to collective decisions. We will:

- encourage the open expression of views, but will accept collective responsibility for all decisions made by the Governing Body or its delegated agents. This means that we will not speak out against majority decisions in public, or in private, outside the Governing Body meeting.
- express views openly and respectfully in all our communications with other governors.
- follow the procedures established by the Governing Body, when making or responding to criticism or complaints affecting the School.
- always be mindful of our responsibility to maintain and develop the ethos and reputation of our School.
- seek to develop effective working relationships with the Headteacher, staff, parents and other relevant stakeholders and the community

Confidentiality, Conflicts of Interest and Communication

- We will exercise great care at all times if a discussion of a potentially contentious issue of the School arises outside the Governing Body and we will observe complete confidentiality when required to do so by the Governing Body, especially where matters concern specific members of staff or pupils.
- As Governors we owe a duty of mutual trust and confidence to our School, and to each other, which may be breached if unsuitable material is contained in any communication or correspondence, including all types of electronic communication, personal blogs, websites and



social networking sites. We will gain the agreement of the Chair and Headteacher prior to publicizing material or posting any content to the Internet, which identifies us as members of the Governing Body.

- We will act in the best interests of the School as a whole and not as a representative of any group, even if elected by that group to the Governing Body.
- We will record any 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 Business Interests, and will declare any conflict of loyalty or personal interest at the start of any meeting. If any conflicted matter arises in a meeting, we will offer to leave the meeting for the appropriate length of time and recuse our vote on that matter.

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 Body 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, another governor, such as the vice chair will investigate.

Adopted by the Governing Body of the Raleigh School on 19 January 2016.

Review date: September 2016