



Additional Information

The 3 Core Functions of the Governing Body

- Ensuring clarity of vision, ethos and strategic direction;
- Holding school 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.

6 key features determined by the Department for Education

- Strategic Leadership that sets and champions vision, ethos and strategy.
- Accountability that drives up educational standards and financial performance.
- People with the right skills, experience, qualities and capacity.
- Structures that reinforce clearly defined roles and responsibilities.
- Compliance with statutory and contractual requirements.
- Evaluation to monitor and improve the quality and impact of governance.

Seven Principles of Public Life (the Nolan principles)

- **Selflessness** – Holders of public office should act solely in terms of the public interest.
- **Integrity** – Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.
- **Objectivity** – Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.
- **Accountability** – Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.
- **Openness** – Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.
- **Honesty** – Holders of public office should be truthful.
- **Leadership** – Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

Local Academy Board Code of Conduct

Local Academy Board Members are ambassadors for both the school and the Trust. The Code of Conduct sets out key expectations of the role.

Roles & Responsibilities

- We understand our role on the board and will operate within it.
- We will always be mindful of our responsibility to maintain and develop the ethos and reputation of the school.
- We will actively support and challenge the Headteacher.
- We agree to adhere to the Trust's rules and policies and the procedures of the Board as set out by the relevant advisory documents and law.
- When formally speaking or writing in our Local Academy Board role we will ensure our comments reflect current organisational policy even if they might be different to our personal



views; when communicating in our private capacity (including on social media) we will be mindful of and strive to uphold the reputation of the Trust and school.

- We accept that the Local Academy Board is a corporate body and we will not act without proper authority of the full Local Academy Board.
- We will follow Trust procedures and policies in making or responding to complaints or criticism about the school.

Commitment

- We will make full efforts to attend all meetings and where we cannot attend explain in advance why we are unable to.
- We will prepare for meetings by reading all papers in advance.
- We will consider seriously our individual and collective needs for induction, training and development, and will undertake relevant training.
- We will get to know the school well and respond to opportunities to involve ourselves in school activities.

Relationships

- We will operate as a team and always in the best interests of the school. Where conflicts and disagreements arise, we will seek to resolve these professionally and with respect. We will attempt to resolve issues confidentially within the Local Academy Board in the first instance.
- We will express views openly, courteously and respectfully in all communications.
- We will listen to and respect the views of others and be loyal to collective decisions made by the Local Academy Board. Decisions reached at Local Academy Board meetings are made public through minutes and reports.
- We will ensure contributions are delivered in a positive and constructive manner, even when challenging or difficult issues are being discussed.

Confidentiality

- We will ensure confidentiality in respect of the discussions on which the decisions were based.
- We will not share information gained as a governor with anyone outside the Board without the clear permission of the Chair.

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 board's business in the Register of Business Interests.
- We accept that the Register of Business Interests will be published on the school's website.
- We will also declare any conflict of loyalty at the start of any meeting should the situation arise.

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 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, another board member, such as the Vice Chair will investigate.