



# Cavendish Governors Code of Conduct



The governors of Cavendish Community Primary School will abide by the Seven Nolan Principles of Public Life:

## Selflessness

We will act solely in terms of the public interest.

## Integrity

We will avoid placing ourselves under any obligation to people or organisations that might try inappropriately to influence us in our work. We will not act or take decisions in order to gain financial or other material benefits for ourselves, our family, or our friends. We will declare and resolve any interests and relationships.

## Objectivity

We will act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

## Accountability

We are accountable to the public for our decisions and actions and will submit ourselves to the scrutiny necessary to ensure this.

## Openness

We will act and take decisions in an open and transparent manner. Information will not be withheld from the public unless there are clear and lawful reasons for so doing.

## Honesty

We will be truthful.

## Leadership

We will exhibit these principles in our own behaviour. We will actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

We will focus on our core governance functions:

1. ensuring there is clarity of vision, ethos and strategic direction
2. holding leaders to account for the educational performance of the organisation and its pupils and the performance management of staff
3. overseeing the financial performance of the organisation and making sure its money is well spent

*We recognise the following as the fourth core function of governance:*

4. ensuring the voices of stakeholders are heard

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As individual board members, we agree to:

## Fulfil our role & responsibilities

1. We accept that our role is strategic and so will focus on our core functions rather than involve ourselves in day-to-day management.
2. We will develop, share and live the ethos and values of our school.
3. We agree to adhere to school policies and procedures as set out by the relevant governing documents and law.
4. We will work collectively for the benefit of the school.
5. We will be candid but constructive and respectful when holding senior leaders to account.
6. We will consider how our decisions may affect the school and local community.
7. We will stand by the decisions that we make as a collective.
8. Where decisions and actions conflict with the Seven Principles of Public Life or may place pupils at risk, we will speak up and bring this to the attention of the relevant authorities.
9. We will only speak or act on behalf of the board if we have the authority to do so.
10. We will fulfil our responsibilities as a good employer, acting fairly and without prejudice.
11. When making or responding to complaints we will follow the established procedures.
12. We will strive to uphold the school's reputation in our private communications (including on social media).
13. We will have regard to our responsibilities under [The Equality Act](#) and will work to advance equality of opportunity for all.

## Demonstrate our commitment to the role

1. We will involve ourselves actively in the work of the board, and accept our fair share of responsibilities, serving on committees or working groups where required.
2. We will make every effort to attend all meetings and where we cannot attend explain in advance why we are unable to.
3. We will arrive at meetings prepared, having read all papers in advance, ready to make a positive contribution and observe protocol.
4. We will get to know the school well and respond to opportunities to involve ourselves in school activities.

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5. We will visit the school and when doing so will make arrangements with relevant staff in advance and observe school and board protocol.
6. When visiting the school in a personal capacity (for example, as a parent or carer), we will continue to honour the commitments made in this code.
7. We will participate in induction training, prioritise training in required areas (such as safeguarding) and commit to developing our individual and collective skills and knowledge on an ongoing basis.

## Build and maintain relationships

1. We will develop effective working relationships with school leaders, staff, parents and other relevant stakeholders from our local community.
2. We will express views openly, courteously and respectfully in all our communications with board members and staff both inside and outside of meetings.
3. We will work to create an inclusive environment where each board member's contributions are valued equally.
4. We will support the chair in their role of leading the board and ensuring appropriate conduct.

## Respect confidentiality

1. We will observe complete confidentiality both inside and outside of school when matters are deemed confidential or where they concern individual staff, pupils or families.
2. We will not reveal the details of any governing body vote.
3. We will ensure all confidential papers are held and disposed of appropriately.
4. We will maintain confidentiality even after we leave office.

## Declare conflicts of interest and be transparent

1. We will declare any business, personal or other interest that we have in connection with the board's business, and these will be recorded in the [register of business interests](#).
2. We will also declare any conflict of loyalty at the start of any meeting should the need arise.
3. If a conflicted matter arises in a meeting, we will offer to leave the meeting for the duration of the discussion and any subsequent vote.
4. We accept that the Register of Business Interests will be published on the school's website.
5. We will act as a governor; not as a representative of any group.

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6. We accept that in the interests of open governance, our full names, date of appointment, terms of office, roles on the governing body, attendance records, relevant business and pecuniary interests, category of governor and the body responsible for appointing us will be published on the school website.
7. We accept that information relating to board members will be collected and recorded on the DfE's national database (Get Information about Schools), some of which will be publicly available.

We understand that potential or perceived breaches of this code will be taken seriously and that a breach could lead to formal sanctions.

We agree that this code of conduct will be reviewed annually endorsed by the full governing body.

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## **CAVENDISH VALUES**

We the governors of Cavendish Community, believe in the 'Values' of our school, Respect, Equality, Kindness, Responsibility, & Courage. We agree that they are important to instil in the children in order to create happy and well-rounded citizens of the future, as well as a community that is caring and supportive. We know the best way to teach these values is through role modelling in our behaviour, but we also know these values are important for the well-being of ourselves and our staff. We will endeavour to honour these values in our thoughts, words and actions with ourselves and with others.

## **RESPECT**

We will show RESPECT to ourselves and each other by;

- Setting a good example in how we work with each other & the way we talk to each other
- Listening to others-governors, children, parents, staff, community
- Sharing our ideas
- Acknowledging each other's skills & our own limitations
- Appreciating the whole team-acknowledging each other's contribution-working together/co-operation
- Respecting each other's work load/commitments

## **EQUALITY**

We will show the value of EQUALITY by;

- Appreciating all jobs/individuals in the school-We all work for the same aim-Children's Learning
- Understanding that we are equal but different
- Promoting Equality in our actions-questioning stereotyping, challenging discrimination/intolerance

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## POSITIVITY

We will show the value of POSITIVITY by;

- Defining our own goals & aspirations-role modelling a 'Can Do' attitude
- Working alongside & learning from others
- Supporting staff/governors/pupils/parents in their goals
- Having high aspirations for ALL children

## RESPONSIBILITY

We will show the value of RESPONSIBILITY by;

- Understanding our own responsibilities
- Sharing responsibility
- Seeking help where necessary
- Respecting other's responsibilities

## KINDNESS

We will show the value of KINDNESS by;

- Using manners & courtesy
- Making time for each other
- Showing compassion
- Acknowledging our own mistakes/Saying sorry
- Smiling/Laughing
- REMEMBERING WE ARE ALL HUMAN

## COURAGE

We will show the value of COURAGE by;

- Trying something new
- Admitting when we got something wrong
- Taking risks-working outside our comfort zone(But risk assess)
- Embracing feedback & support
- Being brave enough to self-evaluate & reflect