CODE OF CONDUCT FOR GOVERNORS

For

Wentworth Primary School

APPROVED BY GOVERNORS: **October 2025**
POLICY TO BE REVIEWED: **October 2028**

This Code of Conduct is based on the following seven principles of public life:

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 Governing Body has the following core strategic functions:

Establishing the strategic direction, by:

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

Ensuring accountability, by:

- Appointing the Head Teacher.
- Monitoring progress towards targets.
- Performance managing the Head Teacher.
- Engaging with stakeholders.
- Contributing to the school self-evaluation.

Ensuring financial probity, by:

- Setting the budget.
- Monitoring spending against the budget.
- Ensuring value for money is obtained.
- Ensuring risks to the organisation are managed.

Role and Responsibilities

Members of the Governing Body should:

- Understand the purpose of the Governing Body and the role of the Head Teacher.
- Accept that they have no legal authority to act individually, except when the Governing Body has given them delegated authority to do so. They will only speak on behalf of the Governing Body when they have been specifically authorised to do so and the content of the communication has been agreed by the Governing Body.
- Accept collective responsibility for all decisions made by the Governing Body and its delegated agents.
- Act fairly and without prejudice and in so far as they have responsibility for staff, fulfil all that is expected of a good employer.
- Encourage open government and act appropriately.
- Consider carefully how their decisions may affect the community and other schools.
- Always be mindful of their responsibility to maintain and develop the ethos and reputation of their school and ensure their conduct within the school and the local community does not damage the public confidence or reputation of the school or the Governing Body.
- Follow the procedures established by the Governing Body when making or responding to criticism or complaints affecting the school.
- Actively support and where appropriate, challenge the Head Teacher at Governing Body meetings.

Commitment

Members of the Governing Body should:

- Acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.
- Be actively involved in the work of the Governing Body and accept their fair share of responsibilities, including service on committees or working groups.
- Make every effort to attend all meetings and where they cannot attend, explain in advance why they are unable to do so.
- Get to know the school well and respond to opportunities to involve themselves in school activities.
- Visit the school, with all visits arranged in advance with the staff and undertaken within the framework established by the Governing Body and agreed with the Head Teacher.

- Consider seriously their individual and collective needs for training and development and undertake relevant training.
- Accept that, in the interests of open government, their names, terms of office, roles on the Governing Body and category of governor will be published on the school's website.

Relationships

Members of the Governing Body should:

- Strive to work as a team in which constructive working relationships are actively promoted.
- Express views openly, courteously and respectfully in all their communications with other governors.
- Support the Chair in ensuring appropriate conduct both at meetings and at all times.
- Be prepared to answer queries from other governors in relation to delegated functions and take into account any concerns expressed.
- Acknowledge the time, effort and skills that have been committed to the delegated function by those involved.
- Seek to develop effective working relationships with the Head Teacher, staff, parents, the local authority, other relevant agencies and the community.

Confidentiality

Members of the Governing Body should:

- Observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils, both inside and outside school.
- Exercise the greatest prudence at all times when discussions, regarding school business, arise outside a Governing Body meeting.
- Keep confidential the details of any Governing Body vote.
- Keep confidential any matter or discussions that are commercially or financially sensitive to the business of the school.
- Not share Governing Body business on any social media.

Conflicts of Interest

Members of the Governing Body should:

- Record any pecuniary or other business interest (including those related to people they are connected with) that they have in connection with the Governing Body's business in the Register of Business Interests and if any such conflicted matter arises, leave the meeting for the appropriate length of time.
- Accept that the Register of Business Interests will be published on the school's website.
- Declare any conflict of loyalty at the start of any meeting should the situation arise.
- Act in the best interests of the school as a whole and not as a representative

of any particular group (e.g. parents or teachers).

Social Media

Governors must refrain from making any comment or post (including pictorial) on any social media site that may result in any or all of the following:

- Breach any confidentiality in relation to the school, the staff, pupils, governors and or any person connected to the school – for the avoidance of doubt this includes current, future or past individuals
- Reveal any matter or discussions in relation to the School, pupils, and or any persons connected with the school whether it occurs in or outside of school
- Reveal any financial or commercial information regarding the school
- Post any information about the School, staff, pupils and/ or governors that may be construed by the Governing body as bringing any party, referred to above, into disrepute
- Post any information about yourself that may result in bringing the School, staff, pupils or governors into disrepute
- This list is not exhaustive

It is each individual governor's responsibility to bring to the attention of chair of governors any social media post by a fellow governor that may breach any of the above points or in their personal view falls below the standard expect of a governor. Where a social media post is made by the chair of governors which raises a concern, that post should be brought to the attention of the deputy chair of governors

The governing body will be the final arbiters as to whether any social media post falls below the standards required of a governor.

Breach of this Code of Conduct

- If a governor believes that this code has been breached either by them or another member, they should raise this issue with the Chair and the Chair will investigate. The governor in question may be suspended while the investigation takes place, although any such suspension would be considered a neutral act.
- The Governing Body has the power to suspend or remove a member as a sanction for a breach of the code of conduct. However, it will only use suspension or removal as a last resort after seeking to resolve any difficulties or disputes in more constructive ways.
- If the Chair is believed to have breached this code, another governor, such as the Vice Chair will investigate.