



## **Local Governing Body Code of Conduct**

### **Diocese of Leicester Academies Trust**

#### **1. Rationale**

The purpose of this code of conduct is to enable the governing body to fulfil its primary role of supporting the Trust, the head teacher and staff in promoting the Christian ethos of the school and raising standards at the school by acting strategically, as a critical friend and being accountable to those with a legitimate interest.

#### **2. Legal Framework**

- The local governing body (LGB) is a committee of the Diocese of Leicester Academies Trust (DLAT). Governors have no authority to act individually except where the DLAT has delegated the authority to do so.
- All governors have equal status, and although governors are appointed and elected by different groups, the central concern must be the welfare of the school.

#### **3. Role and Responsibilities**

The local governing body is responsible for:

- promoting high standards of educational achievement, strategic planning and financial control.
- ensuring that the school has identified what the Christian ethos means for the school in its context and community.
- ensuring the school meets statutory requirements

#### **4. Commitment**

Being a governor:

- Involves participating fully in the work of the local governing body so that individuals accept a fair share of the responsibilities and duties, including service on committees, working parties or as 'named governors'. Individual governors should be prepared to serve on at least one committee.
- Requires regular attendance at meetings of the full local governing body and committees.
- Requires getting to know the school well and responding to opportunities to visit and get involved in school activities.
- Requires considering seriously individual and collective training and development needs and using any designated funds to address them.

## 5. Confidentiality

Being a governor requires that governors:

- Observe confidentiality as a matter of course, but particularly when explicitly asked to do so, for example regarding matters concerning staff, children or their parents / carers.
- Keep discussion about decisions confidential even when decisions themselves are made public through the minutes of meetings.
- Exercise prudence when invited to respond in discussions and informal talk outside governing body meetings, and instead of passing individual comment, encourage issues to be brought to the attention of the headteacher or local governing body (depending on the nature of the issue) through the proper channels.

## 6. Relationships

6.1 The local governing body will strive to develop effective working relationships with:

- The head, staff, children, parents, the DLAT central team, the Diocese, the Local Authority, the local church, the local community and other schools within the DLAT and locally

6.2 In forming, building and sustaining good working relationships governors will strive to:

- Remember that they are typically representative of the *category* of governor to which we are appointed or elected. They are not representatives OF those *groups*, e.g. a representative parent, not a representative of the parents.
- Work as members of a team in which constructive working relationships are actively promoted, forming the local governing body which functions with collective responsibility and accountability and in which all relationships are built on trust.
- Develop an open and honest relationship with the Head and all school staff; acting as 'critical friend' to the school, ensuring a balance is struck between offering challenge and support.

## 7. Conduct

Governors have a general duty to act with integrity, objectivity and honesty in the best interests of the school and will strive to behave professionally at all times.

- Governors will aim to discharge their duties in a manner that maintains and develops the positive Christian ethos of the school and its reputation in the local community and wider educational community. Governors' actions at all times should reflect our responsibility to secure the positive Christian ethos of the school.
- Governors should reflect on how they are perceived by stakeholders in all they say and do, both as individual governors and as a collective body.
- Governors should consider carefully how our decisions and actions might affect

others, whether they are individuals employed by the school; children or adults who are part of the school community; other schools in the DLAT or in the locality; or the wider community.

- Governors should express views openly at meetings, but accept collective responsibility for all decisions made by the DLAT, by the headteacher, by the local governing body or by any individual governor delegated to do so.
- Governors should not speak out against majority decisions in public or in private outside the governing body. The intention is to protect the reputation and authority of the DLAT, the local governing body and the school in the public domain. If Governors have a concern they should speak to the Chair of Governors, the Chief Executive of the DLAT or the Diocese.
- Governors will only speak or act on behalf of the local governing body or school when they have been specifically authorised to do so. Governors are not authorised to speak on behalf of the DLAT.
- Governors will respond to criticism or complaints about the school and / or its staff by referring to the relevant Complaints Procedure adopted by the DLAT/local governing body for the correct procedure to be followed, and will advise the complainant accordingly.
- Governors will record in the register of business interests any pecuniary interest they might have in connection with the local governing body's business, including the interests of family members or others closely connected with the governor.
- Governors will be expected to declare an interest in any item of business and withdraw from the meeting while it is under discussion, whether that discussion is at a formal meeting or otherwise.
- Governors will always undertake visits in consultation with the Head and following any locally agreed protocol.

#### **8. Breach of this code of conduct**

If a governor believes 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 or removal as a last resort after seeking to resolve any difficulties or disputes in more constructive ways. If a governor believes that the Chair has breached this code, another governor (such as the vice chair) or someone appointed by the DLAT centrally will investigate.