



CODE OF CONDUCT FOR THE GOVERNING BOARD OF THE JOHN FISHER SCHOOL

This Code of Conduct has been approved and adopted by the Governing Body for use for Governors:

on 22.09.22

and will be reviewed annually

Signed by the Chair of the Governing Body:

The Governing Board of The John Fisher School adopts the following principles:

We agree to 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 doing so.

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. Will preserve and develop the Catholic character of the School
2. Will not act in any way that is detrimental and/or prejudicial to the interests of Catholic education in the Diocese and the School
3. Ensuring there is clarity of vision, ethos and strategic direction
4. Holding executive leaders to account for the educational performance of the organisation and its students and the performance management of staff
5. Overseeing the financial performance of the organisation and making sure its money is well spent
6. Ensuring the voices of stakeholders are heard

General

1. We will govern the School in accordance with its Instrument (and Articles) of Government and in particular its ethos statement;
2. We will support and implement the policies and procedures of the diocese, including the Diocesan Bishop's policies on education, including religious education, any Admissions Guidance issued by the diocese, and the expectations of the Diocesan Bishops issued collectively, specifically the Bishops' Memorandum on the Appointment of Teachers in Catholic Schools;
3. We will respond to the needs of the Catholic community as a whole as represented by the Diocesan Bishop, complying in all respects with diocesan requirements;
4. We will protect, promote and serve the Diocese in the ministry of our role as governors faithfully and in particular in compliance with Diocesan Protocols for a committed working relationship between the Diocese and the School
5. We will consider not only the interests of the School, but the interests of other Catholic schools, colleges, academies and of Catholic education throughout the diocese;
6. We are entrusted by the Archbishop with the ministry of school governance and will always act in recognition of the love of Christ for all members of the school community and one another.
7. We have responsibility for determining, monitoring and keeping under review the broad policies, plans and procedures within which the school operates.
8. We recognise that our Headteacher is responsible for the implementation of policy, management of the school and the implementation and operation of the curriculum.
9. We accept that all Governors have equal status, and although appointed or elected by different groups, our overriding concern will be the welfare of the school and its pupils as a whole.
10. We have no legal authority to act or speak individually, except when the Governing Board has given us delegated authority to do so.
11. We will carry equal responsibility for decisions made.
12. We have a duty to act fairly and without prejudice, and in so far as we have responsibility for staff, we will fulfil all legal requirements as the employer.
13. We will encourage open government and shall be seen to be doing so.
14. We will consider carefully how our decisions may affect other schools and the wider community.
15. We will always be mindful of our responsibility to maintain and develop the ethos and reputation of our school; our actions within the school and the local community will reflect this.

Commitment

1. We acknowledge that accepting office as a Governor involves the commitment of significant amounts of time and energy.
2. We will each involve ourselves actively in the work of the Governing Board, attend regularly and accept our fair share of responsibilities, including service on committees and working parties.
3. We will get to know the school well and respond to opportunities to involve ourselves in school activities.
4. We will consider seriously and act on our individual and collective needs for training and development.

Relationships

1. We will work as a team.
2. We will develop effective working relationships with our Headteacher, staff, parents, parishes, Diocese, local authority and other relevant agencies and the community.
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.
5. We will not discriminate against anyone and will work to advance equality of opportunity for all.

Confidentiality

1. We will observe confidentiality in all circumstances in particular in relation to matters concerning specific members of governors, staff or pupils, both inside and outside the School, unless there is a lawful requirement for disclosure.
2. We will exercise the greatest prudence if a discussion of a potentially contentious issue affecting the school arises outside the Governing Board.
3. We will exercise care and skill when communicating through social media.

Conduct

1. We will encourage the open expression of views at meetings, but accept collective responsibility for all decisions made by the Governing Board or its delegated agents. This means we will not speak out against decisions, in public or private, outside the Governing Board.
2. We will only speak or act on behalf of the Governing Board when we have been specifically authorised to do so.
3. In making or responding to criticism or complaints affecting the school we will follow the procedures established by the Governing Board and outlined in the school's complaints policy.
4. Our visits to school will be undertaken within the framework established by the Governing Board, in agreement with the Headteacher and staff.
5. In discharging our duties we will always be mindful of our responsibility to maintain and develop the Catholic ethos and reputation of our school.
6. If the need arises to use the sanction of suspending a Governor, we will do so by following the Regulations so as to ensure a fair and objective process.
7. We recognise that removing a Governor from office is a last resort and that it is the appointing bodies that have the power to remove those they appoint.
8. If the need arises to use the sanction of removing a Governor, we will do so by following the statutory Regulations so as to ensure a fair and objective process.

9. 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 governing body's business in the Register of Business Interests, and if any such conflicted matter arises in a meeting we will offer to leave the meeting for the appropriate length of time. We accept that the Register of Business Interests will be published on the School's website.
10. We will also declare any conflict of loyalty at the start of any meeting should the situation arise.

All Governors sign the Code at the first Governing Board meeting of each school year.

Undertaking

As a member of the Governing Board I will always have the well-being of the students and the reputation of the school at heart; I will do all I can to be an ambassador for the school, publicly supporting its aims, values and ethos; I will never say or do anything publicly that would embarrass the school, the Governing Board, the Headteacher or staff.

Signed by the Full Governing Board:

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