

Model Church School Governor Code of Conduct

*This is the Church School Governor Code of Conduct of _____ School/Academy.
It was reviewed and agreed at the full board meeting on _____.*

This sets out the expectations of every member of our Board. Refusal to sign this Code of Conduct does not mean that these standards don't apply and governors need to be aware that refusal to sign this Code could lead to a termination of appointment.

Core functions

I agree to focus on the three statutory functions of school governance as outline in the Governance Handbook:

1. Ensuring there is clarity of vision, ethos and strategic direction
2. Holding executive 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

The Diocese recognises a fourth core function of governance in a church school:

4. Preserving and enhancing the distinctive Christian foundation of the school.

Fulfilling my role as Governor of a Church school:


1. I understand the core functions of the governing board as set out above.
2. I have read, accept and will abide by the [Seven Principles of Public Life](#), known as the Nolan Principles.
3. I will have regard to my responsibilities under The Equality Act 2010 and will work to advance equality of opportunity for all.
4. I have a duty to act fairly and without prejudice, and in so far as I have responsibility for staff, I will fulfil all that is expected of a good employer.
5. I accept that I have no legal authority to act individually, except when the governing board has given me delegated authority to do so. Therefore I will only speak on behalf of the governing board when I have been specifically authorised to do so.
6. I accept collective responsibility for all decisions made by the governing board or its delegated agents. This means that I will not speak against majority decisions out of meetings.
7. I will consider carefully how my decisions may affect the community, the church and other schools.
8. I will always be mindful of my responsibility to promote the school's distinctive Christian vision and maintain and develop the Christian character and reputation of the school.
9. I will strive to ensure that the effectiveness of the school as a distinctive church school is supported by robust and continuous self-evaluation and a strategy for church school improvement.
10. I will work to ensure that the school provides an act of collective worship for all children every day and that it is in accordance with the national guidance: [Inclusive, Invitational and Inspiring](#).

11. I will encourage the development of high quality religious education that meets the requirements of the [Statement of Entitlement for RE](#).
12. In making or responding to criticism or complaints affecting the school I will follow, and encourage others to follow, the complaints policy established by the governing board.
13. I will abide by the schools Social Media Policy and local arrangements for communication.
14. I will respect the role of school leaders in their responsibility for the day to day management of the organisation and avoid any actions that undermine such actions.

Commitment

15. I am committed to undertaking my role as a governor in a way which reflects Christian beliefs and values.
16. I acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.
17. I will involve myself actively in the work of the governing board, and accept my fair share of responsibilities, including service on committees or working groups.
18. I will make full efforts to attend all meetings and where we cannot attend explain in advance why I am unable to.
19. I will arrive at meetings prepared, having read all papers in advance, ready to make a positive contribution and observe all agreed protocols.
20. I will get to know the school well and respond to opportunities to involve ourselves in school activities.
21. I will visit the school, with all visits to school arranged in advance with the staff and undertaken within the framework established by the governing board and agreed with the headteacher.
22. I will undertake relevant training and induction, including that provided by the Diocese, on an ongoing basis.
23. I accept that in the interests of open government, our names, terms of office, roles on the governing board, category of governor and the body responsible for appointing us will be published on the school's website.

Relationships

24. I will strive to work as part of a team in which constructive working relationships are actively promoted.
 25. I will express views openly, courteously and respectfully in all communications which relate to my governance role.
 26. I will support the chair in their role of leading the board and in ensuring appropriate conduct both in and out of meetings.
 27. I will seek to develop effective working relationships with school leaders, staff and parents, the local authority and other relevant agencies and the community.
 28. I will also seek to ensure good relationships with the local parish, local churches in our community and the Diocese.
 29. I will acknowledge the time, effort and skills that have been committed to the work of the board by other governors. I am prepared to answer questions from other governors in relation to the work of the board.
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Confidentiality

30. I will observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff, pupils or their families, both inside or outside school.
31. I will exercise the greatest prudence at all times when discussions regarding the school arise outside a governing board meeting.
32. I will not reveal the details of any governing board vote.
33. I will ensure that all confidential papers are held and disposed of appropriately.
34. I understand that the requirements relating to confidentiality will continue to apply after I leave my role as a governor.
35. I accept that information relating to me as a board member will be collected and recorded on the DfE's national database (Get Information about Schools), some of which is publicly available.

Conflicts of interest

36. I will record any pecuniary interest that I have in connection with the governing board's business in the Register of Business Interests, and if any such conflicted matter arises in a meeting I will offer to leave the meeting for the appropriate length of time. I accept that the Register of Business Interests will be published on the school's website.
37. I will also declare any conflict of loyalty at the start of any meeting should the situation arise.
38. I will act in the best interests of the school as a whole and not as a representative of any group, even if elected to the governing board.

Breach of this code of conduct

39. If I believe this code has been breached, I will raise this issue with the chair. Should it be the chair that I believe has breached this code, then I shall report this to another governor, such as the vice chair to investigate.
40. I understand that potential or perceived breaches of this code will be taken seriously and that a breach could lead to formal sanctions.

Signed:

Printed name:

Date:

The National Governors' Association's Code of Conduct for School Governors 2023 sets out the expectations of and commitment required from governors in order for the governing board to carry out its work properly within the school and the community. This document did not sufficiently reflect the work of governors in a church school context and so has been added to accordingly.

