



## **Parmiter's Governing Body Code of Conduct**

All Parmiter's school governors agree to faithfully abide by this adopted code of conduct.

### **We agree to abide by the Seven Nolan Principles of Public Life:**

1. Selflessness

We will act solely in terms of the public interest.

2. 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.

3. Objectivity

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

4. Accountability

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

5. 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.

6. Honesty

We will be truthful.

7. 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. Clarity of vision, ethos and strategic direction
2. Holding the Head to account for the educational performance of the school and pupils
3. Overseeing the financial performance and making sure money is well spent
4. Ensuring the voices of the Parmiter's extended community are heard



### **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 Parmiter's school governing documents and law.
4. We will work collectively for the benefit of Parmiter's school.
5. We will be candid but constructive and respectful when holding the Head and 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. We will only speak or act on behalf of the board if we have the authority to do so.
9. 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.
10. We will fulfil our responsibilities to the staff of the school, acting fairly and without prejudice.
11. We will not discriminate against anyone and will work to advance equality of opportunity for all.
12. We will strive to uphold Parmiter's school's reputation in our private communications (including on social media).

#### 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.
5. We will visit the school and when doing so will make arrangements with the Clerk of the governing body and with relevant staff in advance and observe the Parmiter's school and board protocols.
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 and take responsibility for 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/carers 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 board vote, discussion or business.
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 (family and other associated) or other interest that we have in connection with the board's business, and these will be recorded in the Register of 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 Interests will be made available to the governing body and will be published on the school's website.
5. We will act in the best interests of Parmiter's school as a whole and not as a representative of any group.
6. We accept that in the interests of open governance, our full names, date of appointment, terms of office, roles on the governing board, attendance records, relevant business and pecuniary interests, category of governor and the r Academy Trust members, who are 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<sup>1</sup>), some of which will be publicly available.

We agree to these principles and understand that potential or perceived breaches of this code will be taken seriously and appropriate action taken.

**Adopted by:** Parmiter's school governing board on 5 July 2022

Signed:

Chairman of Governors

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<sup>1</sup> <https://www.get-information-schools.service.gov.uk/>



The Parmiter's school governing body agree that this code of conduct will be reviewed annually, upon significant changes to the law and policy or as needed and it will be endorsed by the full governing board.