



Cheadle Hulme School

CODE OF CONDUCT – EXPECTATIONS OF GOVERNORS

Please also refer to Equality & Diversity Policy

The Board of Governors of Cheadle Hulme School is responsible for the overall strategic management and development of the School. The Board works closely with the Head, but operational management of the School, the delivery of the curriculum and provision of appropriate pastoral support is the responsibility of the Head and Senior Leadership Team. The Board will hold the Head to account and act in a supportive and challenging capacity to ensure that every Cheadle Hulme School pupil receives the best possible education. The Board will also confirm that resources are used wisely and that there is robust management of the School's finances.

The aim of this code of conduct is to identify what is expected of individual Governors and to ensure that all members of the Board work with a duty of loyalty and in the best interests of the School. Each Governor is expected to contribute individual views, skills and experience to the Board but also to work collaboratively with other Board members to benefit the School and those working and learning there.

Individual Governors are expected to:

1. be aware of their personal responsibilities and obligations as Trustees/ Directors and arising from the Governing Instrument;
2. ensure that the school fulfills all its statutory and legal obligations especially, but not exclusively, in relation to safeguarding, health and safety, equality of opportunity and as an employer;
3. act at all times with honesty and integrity and undertake their role fairly and without prejudice;
4. provide their services on a voluntary basis but accept that they will prepare for and attend Board meetings regularly and punctually and undertake work on sub-committees or other working groups as required;
5. appoint a Chairman of the Board who will act as their representative and be responsible for the overall performance of the Board and the contribution of individual Governors;
6. exercise care and discretion when discussing the School and maintain confidentiality with regard to Board matters such as sensitive or potentially contentious issues such as about individual students or staff, finance, recruitment, etc.
7. participate in meetings and express personal opinions, but accept collective responsibility for decisions made by the Board and not speak out against majority decisions outside meetings;
8. not speak publically on behalf of the Board without a specific mandate to do so, especially when being asked to respond to complaints or criticism;
9. declare any potential conflicts of interest which are raised by matters under consideration by the Board;

10. help develop Policies and act in accordance with all School Policies and Procedures, especially with regard to the safety and welfare of students and where Governors have a specific role such as grievances, complaints etc.
11. contribute to the positive ethos of the School and foster good professional relationships with the senior leadership team, other staff and members of the School and wider community;
12. maintain and develop the good reputation of the School;
13. undertake training and development as required to enable them to fulfil the role effectively;
14. be involved with School activities and visit the School on a regular basis but when attending (other than for public functions) do so agreement with the Head. Where a Governor specifically wishes to hear the views of pupils, this should be arranged in advance so that an appropriate time and location can be agreed;
15. dress appropriately when in School and when on School business, wearing an identity badge as required;
16. disclose wrong doing by anyone involved with the School to help promote an open and honest culture and safeguard students and staff. This should be done in accordance with the School's Whistle Blowing policy. Governors are also required deal sensitively and appropriately in response to any complaints raised under the Whistle Blowing Policy;
17. abide by the fit and proper person declaration which they will sign annually. They will also undertake to draw to the attention of the Clerk/Chair any issues in their personal or professional life that might undermine their ability to fulfil their individual obligations or have the potential to adversely affect the reputation of the School.

Should an individual Governor not raise any issues under 17 above and they appear to be unable to meet these expectations, the Chairman/Clerk will investigate whether there is sufficient reason to ask the Governor to demit office on a temporary or permanent basis. This would arise particularly in relation to allegations about breaches of confidence, not acting in accordance with agreed policies and procedures or behaving in such a way as to damage the School's reputation.

The Chairman will also investigate any complaints that come from outside the Board that arise about a Governor.

Date of approval by Governors:	July 2016
Date of approval by Head and Second Master	July 2016
Proposed review date:	June 2017
Governor Group responsible:	Legal and Compliance
SLT member responsible:	Chief Operating Officer
Relevant Procedure:	