Haslingfield Endowed Primary School

The Nolan Principles

We will abide by the Seven Nolan Principles of Public Life and demonstrate our commitment to ethical governance:

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 so doing.

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.

Behaviours and Attitudes

We agree to behave in a professional manner in all interactions with the setting's stakeholders and community members.

We will build trust and confidence in the work of the Board and not act in ways that would bring the school or Governing Board into disrepute.

We will act, write and speak appropriately online and on social media, ensuring the values of the school are upheld in all public posts and comments.

We will respect due process and required procedures as outlined in guidance documents and as interpreted by advisors.

We acknowledge that we have access to the CCC Employee Assistance Programme (details are on GovernorHub here).

Corporate Core Functions

As a corporate governing body we will focus on our core strategic functions, ensuring:

- that the vision, ethos and strategic direction of the school are clearly defined
- that the headteacher performs their responsibilities for the educational performance of the school
- the sound, proper and effective use of the school's financial resources

Individual Roles and Responsibilities

As individual board members we agree to:

Fulfil our roles & responsibilities

- We accept that our role is strategic and will not involve ourselves in the day-to-day management of the school/setting.
- We will develop, share and live the vision, mission, ethos and values of our school.
- We agree to adhere to school policies and procedures as set out by the relevant governing documents and law.

- We will fully co-operate with individual requests that are necessary to ensure organisational compliance, such as disclosure and barring (DBS) checks.
- We will work collectively for the benefit of the school
- We will only speak or act on behalf of the governing body if we have the authority to do so.
- We will be respectful, compassionate and appreciative, but also open, honest and constructive when holding senior leaders to account.
- We will consider how our decisions may affect the school and local community.
- We will stand by the decisions that we make as a collective.
- Where decisions and actions conflict with the Seven Principles of Public Life or may place pupils at risk, we will speak up, and contact the relevant authorities.
- We will fulfil our responsibilities to school staff, ensuring a safe working environment, support for their wellbeing, and acting fairly and without bias.
- When making or responding to complaints we will follow established procedures.

  We will strive to uphold the school's reputation in our private communications (including on social media).

- We will have regard to our responsibilities under The Equality Act and will work to advance equality of opportunity for all.

Demonstrate our commitment

- We will involve ourselves actively in the work of the board, and accept our fair share of responsibilities, including serving on committees or working groups where required.
- We will make every effort to attend all meetings and where we cannot attend explain in advance why we are unable to.
- We will arrive at meetings prepared, having read all papers in advance, and ready to make a positive contribution and observe protocol.
- We will get to know the school well and respond to opportunities to be involved in school activities.
- We will visit the school, and when doing so will make arrangements with relevant staff in advance and observe school and board schedules and protocol.
- We will participate in induction training, prioritise training in required areas (such as safeguarding) and commit to developing our individual and collective skills and knowledge on an ongoing basis.
- When visiting the school in a personal capacity (i.e. as a parent/carer), we will continue to honour the commitments made in this code.

Build and maintain relationships

- We will develop effective working relationships within the board, and with school leaders, staff, parents, and other relevant stakeholders from our local community.

  We will respect the remit of, and engage constructively with, relevant authorities and other schools.

- We will express views openly, courteously and respectfully in all our communications with other governors and staff both inside and outside of meetings.
- We will work to create an inclusive environment where each board member's contributions are valued equally.
- We will support the chair in their role of leading the governing body and ensuring appropriate conduct.

Respect confidentiality

- We will observe complete confidentiality both inside and outside of school when matters are deemed confidential or where they concern individual members of staff, pupils or families.
- We will not reveal the details of any governing body vote.
- We will ensure all confidential papers are held and disposed of appropriately.
- We will maintain confidentiality even after we leave office.
- We will practice good ICT security, keep personal data safe, support GDPR compliance and only use secure school emails .

Work with openness and integrity

- We will act in the best interests of the school; not as a representative of any group.
- We will not use the governing body to enhance or influence the education of our own children or those personally known to us or pursue personal agendas.
- We will abide by the statutory requirements for the declaration and publication of conflicts of interest, and recuse ourselves from meetings where needed.
- We accept that in the interests of open governance, our full names, date of appointment, terms of office, roles on the governing body, attendance records, relevant business and pecuniary interests, category of governor and the body responsible for appointing us will be published on the school website.

- We accept that information relating to board members will be collected and recorded on the DfE's national database (Get Information about Schools), some of which will be publicly available.

Agreement

Once this code has been adopted, all governors agree to faithfully abide by it. It will be reviewed annually by the full board.

We understand that potential or perceived breaches of this code will be taken seriously and that a breach could lead to formal sanctions including suspension or removal from the board.

Further information is outlined in Governor Guidance Note 24: Disqualification and Suspension

In all circumstances of a breach or suspected breach, the School Governance Team should be contacted for support and advice.

Contact information

school.governance@cambridgeshire.gov.uk

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