Brookland Infant and Nursery and Brookland Junior Schools Governing Body

Creating opportunities, supporting aspiration, striving for excellence

Code of Conduct for School Governors (the "Code")

Updated by FGB September 2026

Adopted by the Governing Body on: [ ]

Next review date: September 2027

1. **Focus on strategic functions as a Governing Body**
   (a) We will ensure there is clarity of vision, ethos and strategic direction for the Schools.
   (b) We will hold the head teachers to account for the educational performance of the Schools and their pupils, and the performance management of staff.
   (c) We will oversee the financial performance of the Schools and make sure they spend their money appropriately.
   (d) We will ensure that the voices of relevant stakeholders are heard.

2. **Fulfil our roles and responsibilities**
   (a) We accept that our role is strategic and so will focus on our core functions rather than involve ourselves in day-to-day management.
   (b) We will develop, share and live the ethos and values of the Schools.
   (c) We will adhere to the Schools' procedures as set out and governed by the relevant policies, governing documents and law.
   (d) We will work collectively for the benefit of the Schools.
   (e) We will be candid but constructive and respectful when holding senior leaders to account.
   (f) We will respect the role of the head teachers and senior leaders and their responsibility for the day-to-day management of the Schools, never acting in a way that could undermine that responsibility.
   (g) We will consider how our decisions may affect the Schools and local community.
   (h) We will stand by the decisions that we make as a collective, even if we have different personal views.
   (i) We will pay due regard to our position of public office and adhere to the Seven Principles of Public Life, being selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
   (j) We will only speak or act on behalf of the Governing Body if we have been delegated or granted the authority to do so by the Governing Body.
   (k) We will act fairly and without prejudice in all employment-related matters.
   (l) We will follow the established procedures when making or responding to complaints.
   (m) We will strive to uphold the reputation of the Schools in our private communications (including on social media).
   (n) We will not discriminate against anyone and will work to advance equality of opportunity for all.
   (o) We will provide strategic challenge to test and assure ourselves that the safeguarding policies and procedures in place are effective and support the delivery of a robust whole school approach to safeguarding.

3. **Demonstrate our commitment to the role**
   (a) We will involve ourselves actively in the work of the Governing Body, and accept our fair share of responsibilities, serving on committees where required.

(b) All governors will be a member of and contribute to at least one committee, and be assigned to at least one area of the curriculum as a focus for visits to the Schools.
(c) We will make the effort to attend all Governing Body and committee meetings to which we are invited and, where we cannot attend, we will explain why in advance.
(d) We will arrive at meetings prepared, having read all relevant papers in advance, ready to make a positive contribution and observe protocol. We will remain engaged and focused during meetings.
(e) We will get to know the Schools and respond to opportunities to involve ourselves in the activities of the Schools.
(f) We will visit the Schools and, when doing so, will make arrangements with relevant staff in advance and observe school and governor protocol.
(g) When visiting the Schools in a personal capacity (e.g. as a parent), we will continue to honour the commitments made in this Code.
(h) We will participate in training and inductions as appropriate, accessing training and support available to us as required in light of our roles (including in light of any particular committees on which we sit), and take responsibility for developing our individual and collective skills and knowledge on an ongoing basis, including (without limitation) in respect of safeguarding and child protection.

4. Build and maintain relationships

(a) We will develop effective working relationships with school leaders, staff, parents and other relevant stakeholders from our local community.
(b) We will express views openly, courteously and respectfully in all of our communications, both inside and outside of meetings.
(c) We will work to create an inclusive environment in which each governor's contributions are valued equally.
(d) We will support the Chair in the Chair's role of leading the Governing Body and ensuring appropriate conduct.
(e) We will acknowledge the time, effort and skills demonstrated in the execution of delegated functions by other governors.
(f) We will take into account any concerns expressed to us about our delegated functions and will be prepared to answer queries from other governors regarding our role.

5. Respect confidentiality

(a) We will maintain confidentiality both inside and outside of the Schools when matters are deemed by the Governing Body to be confidential or to the extent those matters involve details of individual staff, pupils or families.
(b) We will not use any information learned at meetings for purposes other than those of properly performing our duties as governors.
(c) We will exercise the greatest prudence at all times in discussions regarding school business outside of Governing Body or committee meetings.
(d) We will not reveal the details of any Governing Body or committee votes in terms of how particular members of the Governing Body or committee voted.
(e) We will ensure that all confidential papers are held and disposed of appropriately.
(f) We will maintain confidentiality even after we leave office.

6. Protect data

(a) We will adhere to data protection legislation and regulation at all times.

(b) We will ensure that appropriate technical and organisational measures are in place across the Schools to appropriately protect any data that it holds.

(c) We will be responsible for the Schools' overall compliance with data protection legislation and regulation.

(d) We will arrange and receive appropriate data protection training at least annually.

(e) We will be familiar with, and act in accordance with, the Schools' Data Protection Policy, conducting reviews with the assistance of the head teachers and the Data Protection Officer (as appropriate).

7. Declare conflicts of interest and be transparent

(a) We will declare any business, personal or other interests that we have in connection with the Governing Body's business and these will be recorded in the Declarations of Interest where appropriate.

(b) We will not use our position as governors to gain advantage in any other relationships with the Schools or community (e.g. as an employee, parent, councillor or supplier of services).

(c) We will declare any conflict of interest at meetings (at the start, where possible) should the need arise.

(d) We will offer to leave the meeting for the duration of the relevant discussion and any subsequent vote if a conflicted matter arises.

(e) We accept that the Declarations of Interest may be published on the Schools' website.

(f) We will act in the best interests of the Schools as a whole and not as a representative of any particular group.

(g) 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 may be published on the Schools' website.

(h) We accept that information relating to members of the Governing Body may be collected and recorded on the DfE's national GIAS ("Get Information About Schools") database, some of which may be publicly available.

8. Monitor and review this Code

(a) We will review this Code on an annual basis as a full Governing Body and any changes made will be communicated to all governors and relevant members of staff.

(b) We will require that all governors familiarise themselves with this Code as part of their induction programme.

(c) We will review this Code again in September 2027.

Adopted by the Governing Body of Brookland Infant and Nursery and Brookland Junior Schools on 8 September 2026

Signed ……Laura Pincus ……. (Laura Pincus, Chair of the Governing Body)