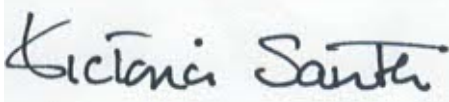




St. Mary's Catholic Primary School, Chiswick
CODE OF CONDUCT FOR GOVERNING BODY

Signed on behalf of the Governing Body:

A handwritten signature in black ink, reading 'Kiciana Santos', is written over a light blue rectangular background.

15 October 2026

1. Aims

This code sets out the expectations of - and commitment required from - school governors for the governing board to properly carry out its work within the school and the community. It should be read in conjunction with the **Governing Body Terms of Reference**.

2. The Governing Body's core strategic functions

- Establishing the strategic direction, by:
- Setting the vision, values, and objectives for the school
- Agreeing with the school improvement strategy, with priorities and targets
- Meeting statutory duties
- Ensuring accountability, by:
 - appointing the Headteacher
 - appraising the performance of the Headteacher
 - monitoring progress towards targets
 - engaging with stakeholders
 - contributing to school self-evaluation
- Ensuring financial probity, by:
 - setting the budget
 - monitoring spending against the budget
 - ensuring value for money is obtained
 - ensuring risks to the school are managed

3. Role & Responsibilities

Governors:

- understand the purpose of the governing body and the role of the Headteacher.
- accept that they have no legal authority to act individually, except when the board has given them delegated authority to do so, and therefore will only speak on behalf of the governing board when they have been specifically authorised to do so.
- accept collective responsibility for all decisions made by the board or its delegated agents. This means that they will not speak against majority decisions outside the governing board meeting.
- have a duty to act fairly and without prejudice, and in so far as they have responsibility for staff, will fulfil all that is expected of a good employer.
- will encourage open government and will act appropriately.
- will consider carefully how their decisions may affect the community and other schools.
- will always be mindful of their responsibility to maintain and develop the ethos and reputation of the school. Their actions within the school and the local community will reflect this.
- will follow the procedures established by the governing board, in making or responding to criticism or complaints affecting the school
- will actively support and challenge the Headteacher.

4. Commitment

Governors:

- commit to reading and understanding documents relating to *Keeping Children Safe in Education* (KCSIE).

- acknowledge that accepting office as a governor involves committing a significant amount of time and energy to the role.
- will involve themselves actively in the work of the governing board, and accept their fair share of responsibilities, including service on committees or working groups.
- will make full efforts to attend all meetings. Where they cannot attend, explain in advance why they are unable to.
- will get to know the school well and respond to opportunities to involve themselves in school activities.
- will visit the school, with all visits to school arranged in advance with the staff and undertaken within the link governor terms of reference established by the governing board and agreed with the Headteacher.
- will consider seriously their individual and collective needs for training and development, and will undertake relevant training
- accept that in the interest of open government, their names, terms of office, roles on the governing body, category of governor, and the body responsible for appointing them will be published on the school's website

5. Relationships

Governors

- will strive to work as a team in which constructive working relationships are actively promoted.
- will express views openly, courteously and respectfully in all their communications with other governors.
- will support the chair in their role of always ensuring appropriate conduct both at meetings and at all other times.
- are prepared to answer queries from other governors in relation to delegated functions and consider any concerns expressed. They will acknowledge the time, effort and skills that have been committed to the delegated function by those involved.
- will seek to develop effective working relationships with the Headteacher, staff and parents, the Diocese, local authority and other relevant agencies and the community.

6. Confidentiality

Governors:

- will observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils, both inside and outside school
- will always exercise the greatest prudence when discussions regarding school business arise outside a governing board meeting.
- will not reveal the details of any governing board vote.

7. Conflicts of interest

Governors:

- will record any pecuniary or other business interest (including those related to people they are connected with) that they 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, governors will offer to leave the meeting for the appropriate length of time.
- will also declare any conflict of loyalty at the start of any meeting should the situation arise.
- 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 body.

8. Upholding the Nolan Principles

The Governing Body commits to working in line with Nolan Principles, which are:

- **Selflessness**
Holders of public office should act solely in terms of the public interest.
- **Integrity**
Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.
- **Objectivity**
Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.
- **Accountability**
Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.
- **Openness**
Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.
- **Honesty**
Holders of public office should be truthful.
- **Leadership**
Holders of public office should exhibit these principles in their own behaviour and treat others with respect. They should actively promote and robustly support the principles and challenge poor behaviour wherever it occurs.

The Seven Principles of Public Life outline the ethical standards those working in the public sector are expected to adhere to. They were first set out by Lord Nolan in 1995 in [the first report of the Committee on Standards in Public Life](#) and they are included in a range of codes of conduct across public life.

The Principles were first published on 31 May 1995. The descriptors to the principles were amended in [the Committee's 14th report, Standards Matter](#), and [its 23rd report, Upholding Standards in Public Life](#).

9. Breach of this code of conduct

If governors believe this code has been breached, they will raise this issue with the chair and the chair will investigate. The governing board will only use suspension/removal as a last resort after seeking to resolve any difficulties or disputes in more constructive ways.

Should it be the chair that governors believe has breached this code, another governor, such as the deputy chair, will investigate.