



We learn to love everyone as Jesus love us

Governing Body Code of Conduct: 2024-2025

Code of Conduct

This code sets out the expectations and commitment required from school governors in order for the Governing Body to properly carry out its work within the school and the community. (NGA model revised 2024)

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

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 seek 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 clear and lawful reasons for so doing.

Honesty

We will be truthful.

Leadership

We will actively support and promote these principles through our own behaviour and be willing to challenge poor behaviour wherever it occurs.

As a Catholic school the Gospel Values are integral to our Catholic life.

Rooted in the teaching of Christ and based on the Beatitudes, the following Gospel values underpin the shared commitment inherent in the relationships between governors and other stakeholders.

- *Faithfulness & Integrity*
- *Dignity & Compassion*
- *Humility & Gentleness*
- *Truth & Justice*
- *Forgiveness & Mercy*
- *Purity & Holiness*
- *Tolerance & Peace*
- *Service & Sacrifice*



We will focus on our core governance functions by:

- ensuring that there is clarity of vision, ethos and strategic direction
- holding executive leaders to account for the educational performance of the school and its pupils, and the performance management of staff
- overseeing the financial performance of the school and making sure that its budget is well spent and value for money obtained

As individual board members we agree to:

Fulfil our role & responsibilities

- We accept that our role is strategic and so will focus on our core functions, leaving the day-to-day management to the Headteacher.
- We will develop, share and live the ethos and values of Our Lady's school. Our actions within the school and the local community will reflect this.
- We agree to adhere to school policies/procedures as set out by the relevant governing documents and law.
- We will work together for the benefit of the school.
- We will be candid but constructive and respectful when holding senior leaders to account.
- We will consider carefully how our decisions may affect the school and the local community.
- We will stand by the decisions that we make as a collective.
- Where decisions and actions conflict with the Nolan Principles, or may place pupils at risk, we will speak up and bring this to the attention of the relevant authorities.
- We will only speak or act on behalf of the governing board if we have the authority to do so.
- When making or responding to complaints we will follow the established procedures.
- We will fulfil our responsibilities as a good employer, acting fairly and without prejudice
- We will not discriminate against anyone and will work to advance equality of opportunity for all.
- We will strive to uphold the school's reputation in our private communications – including on social media.

Demonstrate our commitment

- We will involve ourselves actively in the work of the governing board, and accept our fair share of responsibilities, including service on committees or working groups.
- 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 fully prepared, having read all papers and ready to make a positive contribution.
- We will get to know Our Lady's school well and respond to opportunities to involve ourselves in school activities.
- We will visit our school, with all visits arranged with relevant staff in advance and observe school and governing board protocol.
- We will participate in induction training and take responsibility for continuing to develop our individual and collective skills and knowledge.

Build and maintain relationships

- We will develop effective working relationships with school leaders, staff, parents, the Archdiocese, the parish, the local authority and other relevant stakeholders from our local community.
- We will ensure that the voices of stakeholders are heard.
- We will express views openly, courteously and respectfully in all our communications with other board members 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 board and ensuring appropriate conduct.

Our Lady of Perpetual Succour Catholic Primary School



Respect confidentiality

- We will observe complete confidentiality both inside and outside of school, particularly when matters concern individual staff, pupils or families.
- We will not reveal the details of any governing board vote.
- We will ensure that all confidential papers are held and disposed of appropriately.
- We will maintain confidentiality even after we cease to be a governor.

Declare conflicts of interest

- We will declare any financial, business, personal or other interest that we have in connection with the governing board’s business. These will be recorded in the Register of Business Interests. We will also include any interest related to people we are connected with.
- We will declare any conflict of loyalty at the start of any meeting should the need arise.
- 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.
- We will always act in the best interests of the school and not as a representative of any group.
- We accept that the Register of Business Interests will be published on the school website.
- We accept that in the interests of open government and transparency, 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 body responsible for appointing us will be published on Our Lady’s school website and on the DfE national database, some of which will be publicly available.

Breach of this code of conduct

- We understand that potential or perceived breaches of this code will be taken seriously and that a breach could lead to formal sanctions by the governing board. Investigation by chair or vice-chair.

This policy will be reviewed annually and endorsed by the full Governing Board of Our Lady of Perpetual Succour.

Adopted: October 2024

Signed:

Name	Signature	Date
Mr Robert Gilligan		
Mrs Kelly Harris		
Mrs Tina Hignett		
Mr Peter Hindley		
Miss Carol Houghton		
Mrs Pam McGuffie		
Mrs Jennifer Parker		
Mrs Susan Williams		