Code of Conduct

Trinity Road Primary School Governing Body 2026

1. Purpose of this Code

This Code sets out the principles and standards of behaviour expected from all governors serving on the Governing Body of Trinity Road Primary School.

It supports effective governance, accountability and ethical leadership, ensuring governors act in the best interests of pupils and the wider school community. It should be read alongside the Governing Body's Standing Orders, Instrument of Governance and statutory responsibilities.

2. Our Ethical Principles

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

- **Selflessness** – act solely in terms of the public interest
- **Integrity** – avoid obligations or conflicts of interest; act transparently
- **Objectivity** – make decisions impartially, fairly, and on merit
- **Accountability** – be accountable for our decisions and submit to scrutiny
- **Openness** – act in a transparent manner unless lawfully restricted
- **Honesty** – be truthful
- **Leadership** – uphold these principles and challenge poor behaviour.

We will also:

- put the interests of pupils above personal or sectional interests
- uphold collective responsibility once decisions have been made
- act with respect, professionalism and integrity at all times
- commit to continuous improvement in governance.

3. Core Functions of the Governing Body

We accept our core strategic functions:

1. ensuring clarity of vision, ethos and strategic direction
2. holding executive leaders to account for the educational performance of the school, the safeguarding and welfare of pupils, and the performance management of staff
3. overseeing the financial performance of the school and ensuring public money is used effectively and provides value for money
4. ensuring the voices of stakeholders are heard
5. providing effective governance, compliance and organisational assurance.

4. Our Commitments as Governors

a. Fulfil our Role and Responsibilities

We recognise that our role is strategic, not operational.

We will:

- uphold and promote the school's ethos, values and (where applicable) religious character
- comply with governing documents, school policies, and the relevant legislation
- cooperate with organisational compliance requirements, including enhanced DBS checks where required
- support the school's aims, values, and strategic priorities
- work collectively, respecting and upholding decisions made by the Governing Body
- monitor school performance through reports, performance data, monitoring visits and meetings
- ensure statutory duties including safeguarding, exclusions and complaints are fulfilled
- scrutinise financial planning, risk management and the responsible use of public funds
- act fairly, respectfully and constructively when holding senior leaders to account
- consider how decisions affect pupils, staff, parents and the wider community.

b. Demonstrate our Commitment

We will:

- attend meetings regularly and explain unavoidable absences in advance
- prepare thoroughly by reading papers and arrive ready to contribute positively
- serve on committees, working groups, or as link governors where appropriate
- undertake school visits in accordance with the Governing Body's agreed Governor Visits Protocol
- develop a thorough understanding of the school and support school activities where appropriate
- complete induction, safeguarding training, and ongoing professional development
- participate in board self-evaluation, governance reviews and skills audits
- continuously develop our knowledge and effectiveness as governors.

c. Conduct and Behaviour

We will:

- act with honesty, integrity, and objectivity
- treat all governors, staff, pupils, parents, and members of the community with courtesy, dignity and respect
- challenge constructively while maintaining positive professional relationships
- support Governing Body decisions once made, even where we have previously expressed a different view
- uphold equality, diversity and inclusion in all aspects of our governance work
- avoid behaviour that could reasonably be perceived as bringing the Governing Body or school into disrepute.

d. Build and Maintain Relationships

We will:

- develop effective, professional relationships with school leaders, staff, parents and stakeholders

- respect the distinct responsibilities of governance and school leadership, avoiding involvement in operational management unless specifically authorised
- engage constructively with the local authority, diocese (where applicable), partnership organisations and other schools
- communicate openly, courteously, and respectfully
- value all contributions and promote an inclusive environment
- support the Chair in providing effective leadership to the Governing Body.

e. Confidentiality

We will:

- observe confidentiality on all sensitive matters, during and after our term of office
- not disclose details of Governing Body votes unless formally authorised
- ensure confidential papers are stored, shared and disposed of securely
- not discuss school business on social media or in public forums
- comply with data protection legislation and maintain good cyber security practices when handling school information.

f. Public Communication and Social Media

We will:

- not comment publicly on individual school matters or ongoing disputes
- refer all media or significant public enquiries to the Headteacher or Chair of Governors, as appropriate
- use social media responsibly and not publish material that could undermine the reputation of the school or Governing Body or disclose confidential information
- uphold the reputation of the school in all personal communications.

g. Conflicts of Interest and Transparency

We will:

- declare any business, financial, personal, or other interests relevant to Governing Body business
- declare any conflicts of loyalty at the beginning of meetings
- withdraw from discussions and decision making where a pecuniary or other material conflict of interest exists
- accept that the Register of Interests and other governance information will be published in accordance with statutory requirements
- recognise that we serve the interests of the whole school and do not act as representatives of particular groups or organisations.

5. Safeguarding and Compliance

We will:

- understand and uphold the school's safeguarding responsibilities under **Keeping Children Safe in Education (KCSIE) 2026**
- promote a strong safeguarding culture throughout the school
- support effective safeguarding arrangements, including safer recruitment, the Single Central Record, online safety, filtering and monitoring systems, early help processes and the management of low-level concerns

- ensure enhanced DBS checks are completed where required
- promote equality, diversity, inclusion and the wellbeing of pupils and staff
- have due regard to the Public Sector Equality Duty in our decision-making
- fulfil our legal responsibilities under education, safeguarding, equality, data protection and other relevant legislation.

6. Breach of the Code

Concerns regarding a potential breach of this Code will normally be addressed by the Chair (or, where appropriate, the Vice-Chair or another nominated governor).

Potential or perceived breaches will be considered fairly, proportionately and confidentially.

Where appropriate, concerns may be addressed through informal resolution, formal investigation, removal from committees or positions of responsibility, suspension where permitted by legislation, or other action available under the School Governance (Roles, Procedures and Allowances) (England) Regulations 2013.

Serious or repeated breaches may ultimately result in removal from office where this is permitted by law and considered necessary.

7. Declaration

I confirm that I have read, understood, and agree to abide by this Governors' Code of Conduct.

I also agree to declare any relevant interests promptly and to undertake the induction and ongoing training expected of governors.

Name: _____

Role: _____

Signed: _____

Date: _____

Adopted by the Governing Body of Trinity Road Primary School on 13 October 2026