

This code sets out the expectations on and commitment required from Finham Park Multi Academy Trust Board Directors and Local Governing Body Governors in order for the Trust to properly carry out its work within the schools and their communities.

What is the ethos and philosophy of our MAT?

Schools in the Finham Park MAT will set out to pioneer, innovate and deliver a “World Class” education for all children from the age of 0-19 where the artificial barriers of stage and age are removed.

Our education will aim to exceed the highest national and international benchmarks for academic achievement, whilst ensuring young people develop a passion for learning in all its contexts and are ready to take their place as active members of our global community.

The schools in Finham Park Multi Academy Trust will seek to move beyond collaboration and into co-construction – ensuring our education is developed with and by all members to reflect the needs of our children, their families and the wider community.

1. The Academy Trust commits itself to conduct its affairs in a manner consistent with the Ethos & Philosophy statement above.
2. The values and aims of the Trust are such that the schools must remain “not for profit” organisations

THE PURPOSE OF THE LOCAL GOVERNING BODY

The Local Governing Body is the school’s accountable body. It is responsible for the conduct of the school and for promoting high standards. The Local Governing Body aims to ensure that children are attending a successful school which provides them with a “World Class” education and supports their well-being.

The Local Governing Body:

- Sets the strategic direction of the school by:
 - Setting the values, aims and objectives for the school in consultation with, and reflecting the vision of the Multi Academy Trust
 - Adopting the policy framework set by the Trust for achieving those aims and objectives
 - Setting targets in consultation with the Multi Academy Trust
 - Developing a school improvement strategy which includes planning the budget and proposing the staffing structure.

- Challenges and supports the school by monitoring, reviewing and evaluating:
 - The implementation and effectiveness of the policy framework
 - Progress towards targets
 - The implementation and effectiveness of the school improvement strategy
 - The budget and the staffing structure
 - Conducts self-evaluation.

- Ensures accountability by:
 - Responding to Ofsted reports when necessary
 - Holding the principal to account for the performance of the school
 - Ensuring parents and pupils are involved, consulted and informed as appropriate
 - Making available information to the community.

- Working together with Multi Academy Trust Directors and the Executive Headteacher, conducts Appraisal for the Headteacher who will deliver the aims (through the day to day management of the school, implementation of the agreed policy framework and school improvement strategy, and delivery of the curriculum) and report appropriately to the Local Governing Body.

For Local Governing Bodies to carry out their role effectively, governors must be:

- Prepared and equipped to take their responsibilities seriously;
- Acknowledged as the accountable body by the lead professionals;
- Supported by the appropriate authorities in that task; and
- Willing and able to monitor and review their own performance.

THE ROLE OF A GOVERNOR

The Local Governing Body is a corporate body, which means:

- No governor can act on her/his own without proper authority from the full Local Governing Body;
- All governors carry equal responsibility for decisions made, and
- Although appointed through different routes (i.e. parents, staff, co-opted, member appointed), the overriding concern of all governors has to be the welfare of the school as a whole.



General

- We understand the purpose of the Local Governing Body and the role of the Headteacher as set out above.
- We are aware of and accept the Nolan seven principles of public life: see Annex 1.
- We accept that we have no legal authority to act individually, except when the Local Governing Body has given us delegated authority to do so, and therefore we will only speak on behalf of the Local Governing Body when we have been specifically authorised to do so.
- We have a duty to act fairly and without prejudice, and in so far as we have responsibility for staff, we will fulfil all that is expected of a good employer.
- We will encourage open governance and will act appropriately.
- We accept collective responsibility for all decisions made by the Local Governing Body or its delegated agents. This means that we will not speak against majority decisions outside the Local Governing Body meeting.
- We will consider carefully how our decisions may affect the community and other schools.
- We will always be mindful of our responsibility to maintain and develop the ethos and reputation of our school. Our actions within the school and the local community will reflect this.
- In making or responding to criticism or complaints affecting the school we will follow the procedures established by the Local Governing Body.

Commitment

- We acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.
- We will each involve ourselves actively in the work of the Local Governing Body, and accept our fair share of responsibilities, including service on committees or working groups.
- If acting as directors, we will not go beyond our duties or act outside of the powers of authority conveyed on us, and acknowledge that were we to do so we could be held liable to the school and/or third parties.
- If acting as members of the trust body, we accept that we may be held responsible up to the limit in the articles of association, were the school/trust to go bankrupt.
- We will make full efforts to attend all meetings and where we cannot attend explain in advance in full why we are unable to.
- We will get to know the school well and respond to opportunities to involve ourselves in school activities.
- Our visits to school will be arranged in advance with the staff and undertaken within the framework established by the Local Governing Body and agreed with the headteacher.



- We will consider seriously our individual and collective needs for training and development, complete a skills audit and will undertake relevant training as directed.
- We are committed to actively supporting and challenging the headteacher.

Relationships

- We will strive to work as a team in which constructive working relationships are actively promoted.
- We will express views openly, courteously and respectfully in all our communications with other governors.
- We will support the chair in their role of ensuring appropriate conduct both at meetings and at all times.
- We are prepared to answer queries from other governors in relation to delegated functions and take into account any concerns expressed, and we will acknowledge the time, effort and skills that have been committed to the delegated function by those involved.
- We recognise that the roles of governor, staff member and volunteers in school are different. Where I am also a staff member and/or volunteer in school I will maintain the separation of my roles.
- We will seek to develop effective working relationships with the executive Headteacher, Headteacher, staff and parents, the local authority and other relevant agencies and the community.

Confidentiality

- We will observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils, both inside or outside school.
- We will exercise the greatest prudence at all times when discussions regarding school business arise outside a Local Governing Body meeting.
- We will not reveal the details of any Local Governing Body vote.

Conflicts of interest

- We will record any pecuniary or other business interest that we have in connection with the Local Governing Body's business in the Register of Business Interests. These will be recorded on the school's website.
- We will declare any pecuniary interest - or a personal interest which could be perceived as a conflict of interest - in a matter under discussion at a meeting and offer to leave the meeting for the appropriate length of time.
- We 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 Local Governing Body



Breach of this code of practice

- If we believe this code has been breached, we will raise this issue with the chair and the chair will investigate; the Local Governing Body should seek to resolve any difficulties or disputes constructively;
- Should it be the chair that we believe has breached this code, another governor, such as the vice chair will investigate;
- We understand that any allegation of a material breach of this code of practice by any governor shall be raised at a meeting of the Local Governing Body, and, if agreed to be substantiated by a majority of governors, shall be minuted and can lead to consideration of suspension or in some circumstances removal from the Local Governing Body.
- In taking the decision to suspend we will follow a process as set out in the relevant Terms of Reference.

The Trustees and directors of FINHAM PARK MULTI ACADEMY TRUST adopted this Code of Practice on 6TH November 2018. Governors will sign the Code at the first Local Governing Body meeting of each school year.

Undertaking:

As a member of the Local Governing Body I will always have the well-being of the children and the reputation of the school at heart; I will do all I can to be an ambassador for the school, publicly supporting its aims, values and ethos; I will never say or do anything publicly that would embarrass the school, the Local Governing Body, the principal or staff.

Signed:

Printed name:

Date:

Annex 1: The Seven Principles of Public Life

(Originally published by the Nolan Committee: The Committee on Standards in Public Life was established by the then Prime Minister in October 1994, under the Chairmanship of Lord Nolan, to consider standards of conduct in various areas of public life, and to make recommendations).

Selflessness

Holders of public office should act solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

Integrity

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.

Objectivity

In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

Accountability

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness

Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

Honesty

Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership

Holders of public office should promote and support these principles by leadership and example.