Grasmere Academy
Learn • Flourish • Achieve

GOVERNING BODY CODE OF CONDUCT

Once this code has been adopted by the Governing body, all members agree to faithfully abide by it. We recognise and support the principles set out in the charity governance code.

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 try inappropriately 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 are clear and lawful reasons for so doing.
- **Honesty**

  We will be truthful.
- **Leadership**

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

We will apply the highest standards and will:

1. act within our powers
2. promote the success of the Academy
3. exercise independent judgement
4. exercise reasonable care, skill and diligence
5. avoid conflicts of interest
6. not accept benefits from third parties
7. declare interest in proposed transactions or arrangements

We will focus on our purpose:

1. strategic leadership: defining a vision, fostering a culture and ethos, and championing the strategy
2. accountability and assurance: providing robust and effective oversight of operations and performance
3. engagement: strategic oversight of relationships with stakeholders

As individuals on the Governing body we agree to:

Fulfil our role and responsibilities

1. We accept that our role is strategic and so will focus on our core functions rather than involve ourselves in day to day management.
2. We will fulfil our role and responsibilities as set out in our scheme of delegation.
3. We will develop, share and live the ethos and values of our school.
4. We agree to adhere to school policies and procedures.
5. We shall fully cooperate with requests that are necessary to ensure organisational compliance including disclosure and barring or right to work checks.
6. We will work collectively for the benefit of the school.
7. We will be candid but constructive and respectful when holding senior leaders to account.
8. We will consider how our decisions may affect the school and local community.
9. We will stand by the decisions that we make as a collective.
10. Where decisions and actions conflict with the Seven Principles of Public Life or may place pupils at risk, we will speak up and bring this to the attention of the relevant authorities.
11. We will only speak or act on behalf of the Governing body if we have the authority to do so.
12. We will fulfil our responsibilities as a good employer, acting fairly and without prejudice.
13. When making or responding to complaints we will follow the established procedures.
14. We will strive to uphold the school's reputation in our private communications (including social media).
15. We will not do anything, either in undertaking our governance role or outside of this, which brings the school into disrepute.
16. We will have regard to our responsibilities under The Equality Act and will work to advance equality of opportunity for all.

Demonstrate our commitment to the role

1. We will involve ourselves actively in the work of the Governing body, and accept our fair share of responsibilities, serving on committees or working groups where required.
2. We will make every effort to attend all meetings and where we cannot attend explain in advance why we are unable to.
3. We will arrive at meetings prepared, having read all papers in advance, ready to make a positive contribution and observe protocol.
4. We will get to know the school and welcome opportunities to be involved in its activities.
5. We will visit the school and when doing so will make arrangements with relevant staff in advance and observe school and Governing body protocol.
6. When visiting the school in a personal capacity (for example as a parent or carer), we will continue to honour the commitments made in this code.
7. We will participate in induction training, prioritise training in required areas (such as safeguarding) and commit to developing our individual and collective skills and knowledge on an ongoing basis.

Build and maintain relationships

1. We will develop effective working relationships with leaders, staff, parents and other relevant stakeholders from our local communities.
2. We will champion the voices of our school community and stakeholders.
3. We will respect the remit of, and engage constructively with, relevant authorities, sector bodies and other trusts.
4. We will express views openly, courteously and respectfully in all our communications with governors and staff both inside and outside of meetings.
5. We will work to create an inclusive environment where each governor's contributions are valued equally.

6. We will support the chair in their role of leading the Governing body and ensuring appropriate conduct.

Respect confidentiality

1. We will observe complete confidentiality both inside and outside of school when matters are deemed confidential or where they concern individual staff, pupils or families.
2. We will not reveal the details of any Governing body vote.
3. We will ensure all confidential papers are held and disposed of appropriately.
4. We will maintain confidentiality even after we leave office.
5. We will practice good ICT security, keep personal data safe and support GDPR compliance.

Declare conflicts of interest and be transparent

1. We will declare any business, personal or other interest that we have in connection with the Governing body's business and these will be recorded in the Register of Business Interests.
2. We will also declare any conflict of loyalty at the start of any meeting should the need arise.
3. 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.
4. We accept that the Register of Business Interests will be published on the school's website.
5. We will act in the best interests of the school as a whole and not as a representative of any group.
6. 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 will be published on the school's website.
7. We accept that information relating to Governing body members will be collected and recorded on the DfE's national database of governors (Get information about schools), some of which will be publicly available.

We understand that potential or perceived breaches of this code will be taken seriously and that a breach could lead to formal sanctions including removal from the Governing body as a last resort.

Adopted by Grasmere Academy's Governing body on 15 October 2026

Signed by: L. Goossens (Chair of Governors)

We agree that this Code of Conduct will be reviewed annually and endorsed by the full Governing body.