



inspiring the journey for
independence together

Governor's Code of Conduct

Non-Statutory

Reviewed Two yearly

Signed:  (Chair of the Trust)

Date: March 2025

Date of next review: March 2027

Rivermead Inclusive Trust - Governors Code of Conduct

This policy applies to all Governors, either as Members or Trustees of the Rivermead Inclusive Trust, or as members of the Local Advisory Board (LAB) of one of its schools. All such roles are referred to as “governor” within this document.

As holders of public office all governors are bound by the Seven Principles of Public Life (see point 5 below).

The Rivermead Inclusive Trust holds the following principles;

1. Commitment

We acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.

We will involve ourselves actively in the work of the governing body, attend regularly and accept our fair share of responsibilities including service on committees or working groups.

We will get to know the school well and respond to opportunities to involve ourselves in school activities whilst also being the critical friend in supporting the further development of the school and the pupils learning.

We will accept the responsibility to address our individual and collective needs for training and development. We will regularly monitor and evaluate our own effectiveness as a corporate body and use this to plan our continuing development.

2. Confidentiality and Conduct

We will encourage open governance and be seen to do so.

We will develop effective working relationships within the Trust and with community and parent groups, the Local Authority and other relevant agencies, and other local schools.

We will establish a clear procedure through which concerns, and complaints can be addressed.

We accept that it is our general duty to always act fairly and without prejudice.

We will operate as a team and actively develop constructive relationships, using the skills and talents of all members.

We will encourage the open expression of views within meetings.

We will accept collective responsibility for all decisions made by the governing body or its delegated agents.

We will accept that all discussion in reaching decisions is kept confidential to the meeting.

When items of business are determined to be confidential, all members of the governing body are bound by that confidentiality. They must therefore exercise the greatest prudence when potentially contentious issues affecting the school arise outside the governing body.

We will only speak or act on behalf of the governing body when specifically authorised to do so. (NB – electing someone as chair authorises them to speak on your behalf).

Our visits to school will be undertaken within the framework established by the governing body and working with the headteacher.

3. Equality

We are committed to ensuring quality of opportunity for all pupils, staff, parents/carers and governors irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to develop a culture for inclusion and diversity in which all those connected to the Trust and its schools feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

As governors at Rivermead Inclusive Trust we believe that diversity is a strength which should be respected and celebrated by all.

4. General

We will maintain and develop the ethos and reputation of the school.

We will set up a strategic framework for the school: determining, monitoring and keeping under review its aims and objectives, policies and targets and the procedures within which the school operates.

We will recognise and support the headteacher with his/her responsibilities for the internal organisation/ management and control of the school and for advising on and implementing the governing body's strategic framework.

As a corporate body, with a collective responsibility, we have powers to delegate some responsibilities to individual governors, to committees and/or to the headteacher: to this end we will have a clear and agreed scheme of delegation.

We will be fully accountable in the way we carry out our functions as a governing body.

We accept that we have no legal authority to act individually except when the governing body has given us authority to do so.

We accept that all governors have equal status and although elected/appointed by different groups our over-riding concern will be the welfare of the school as a whole.

We recognise that some governors, because of the specific positions they hold on the governing body have greater responsibilities and duties.

We will act with due regard for the wellbeing of children in other schools and communities in supporting the activities of our own particular school.

5. 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.

6. Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.