

# The Christian School (Takeley)

DFE No. 881/6041

Registered Charity No. 1148518

Company Limited by Guarantee No. 8165830



# Governor Code of Conduct

## Purpose

1. To enable the governing body to contribute to the school securing its mission and sustaining its ethos as a Christian school, as well as ensuring the school provides a quality educational experience for all its children and achieves high standards.
2. To provide a common and agreed understanding of broad principles by which the Governing Body and individual governors will operate.

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# What we agree

## about our conduct as members of the governing body

*Created by Mike Simmonds, GO Ministries Ltd for and on behalf of Diocese of*  
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### Principles

3. The governing body is a corporate body. Governors have no authority to act individually except where the governing body has delegated authority to do so.
4. All governors have equal status, and although governors are appointed or elected by different groups, the central concern must be the welfare of the school as a Christian school.
5. Governors are representative of the category of governor to which they are appointed or elected. They are not delegates OF those groups, e.g. they are not expected to speak on behalf of the group but according to their own understanding and conscience.
6. Governors have a duty to act fairly and without prejudice, and in so far as they have responsibility for staff, will fulfil all the legal expectations as, or on behalf of, the Christian School (Takeley) Trust.
7. The governing body will encourage open governance and be seen to be doing so.
8. Trustee governors in particular, aided by their colleagues, have a specific role in preserving and developing the ethos of the school, including its religious character and distinctiveness.
9. Governors are committed to upholding and modelling the school's 'Christian values' along with the requirement to ensure the promotion of British Values.
10. Governance is primarily concerned with three strategic functions:
  - a. Ensuring clarity of vision, ethos and strategic direction;
  - b. Holding the Head Teacher to account for the educational performance of the school and its pupils, and the performance management of staff; and
  - c. Overseeing the financial performance of the school and making sure its money is well spent.

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## Relationships

11. Drawing on the model of the person, life and teachings of Jesus Christ, the governing body will strive to develop effective working relationships with:
  - The Head Teacher
  - Staff
  - Children
  - Parents
  - The Local Authority
  - Multi-agency representatives
  - Local communities
  - Other local schools and Academies.
  - Local educational organisations/businesses etc.
  
12. Governors will work as members of a team in which constructive working relationships are actively promoted, forming the governing body which functions with corporate responsibility and accountability.
  
13. Governors will seek to develop an open and honest relationship with the Head Teacher and all school staff, acting as 'critical friend' to the school, ensuring a balance is struck between offering challenge and support.
  
14. The governing body will ensure that Christian values underpin the relationships between governors and others. These core values based on the Beatitudes may be summarised as follows:
  - Faithfulness and integrity
  - Dignity and compassion
  - Humility and gentleness
  - Truth and justice
  - Forgiveness and mercy
  - Purity and holiness
  - Tolerance and peace
  - Service and sacrifice

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15. Governors acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.
16. Governors will each involve themselves actively in the work of the Governing Body, attend meetings regularly, and accept their fair share of responsibilities, including any membership of committees or working groups.
17. Governors will get to know the school well, respond to opportunities to get involved and be faithful in attending all commitments/meetings.
18. Governors will prepare for meetings by reading the paperwork provided, encourage open expression of views/questions and accept collective responsibility for all decisions made by the Governing Body.
19. Governors will only speak or act on behalf of the Governing Body when they have been specifically authorised to do so
20. When receiving and responding to any criticism or complaints about the school the procedures established by the Trust will be followed.
21. Any visits to school whether informal, formal (eg monitoring) will be undertaken within the framework established by the Governing Body, in agreement with the Head and staff.

## Confidentiality

22. Governors will always observe the confidential nature of the proceedings of the Governing Body in meetings and visits to school as governors. Governors will observe complete confidentiality when required or asked to do so by the Governing Body, especially regarding matters concerning individual staff or students
23. Governors will always keep discussion about decisions confidential even when decisions themselves are made public through the minutes of meetings.
24. Governors will exercise the greatest prudence if a discussion of a potentially contentious issue affecting the school arises outside the Governing Body.

## Training

25. Induction training is considered an essential for all governors joining the governing body
26. Undertaking regular training in aspects of the role of a governor is considered desirable throughout the term of office.
27. Training for specific roles and responsibilities e.g. Chair, finance, performance management of the Head Teacher is strongly recommended.

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## Structures

28. The governing body will employ a clerk with a view to their efficient functioning and must have regard to advice from the clerk (who will undertake regular training/updating) as to the nature of the governing body's functions.
29. The governing body will work efficiently and effectively in the best interests of the school by
  - utilising the skills and strengths of the governors
  - appointing individuals to appropriate roles and responsibilities
  - forming committees and working parties when desirable
30. Parent governors- believe that the role of the governor is for the good of all children and will not take advantage of the role for personal reasons.
31. Governors will declare any pecuniary or business interest to be recorded in the Register of Business Interests - 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.
32. The latest version of the Governors' Handbook provided by the DfE will be constantly referenced.

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## Our School's Vision Statement:

### Trust Objectives

The advancement of the Christian religion and the advancement of education by such means as the Trustees shall consider necessary.

### Aims of the School

Everything that is done in the school shall be to the end that children are taught

- To follow Christ and to live by His Spirit.
- To develop lively, inquiring minds, the ability to reason and to apply oneself to tasks and physical skills.

The school undertakes through the courses it offers

- To enable the pupils to acquire knowledge, concepts, skills and wisdom for adult life and employment in the world.
- To enable the pupils to use language and number effectively.
- To foster respect, toleration and humility towards all people, recognising individuals, groups and nations.
- To encourage understanding of the world in which we live and the interdependence of individuals, groups and nations.

### Our Perspective on the World

We aim to enable our children to find their place in a meaningful world, where the biblical truth of the Creation, the Fall and Redemption, shapes our understanding of ourselves and our world.

The school has no statement of faith.

### Our School's Ethos and Values:

The ethos of the Christian School (Takeley) is our motivation to work together to extend the Kingdom of God on the Earth. This motivation is inspired by the message, life and example of Jesus through whom God's unconditional love for all people is expressed.

The ethos of the Christian School is derived from this motivation, which is worked out in our relationships, the way we work together and the way we behave. The way we serve each other and live is how we demonstrate our ethos.

Our faith in Jesus Christ urges us to serve others, putting their needs first. This love flows from our Christian relationship with God. When we work together in the Christian School (Takeley), it is this relationship that directs and influences relationships with others, the students and their families.

So, the love of Christ, which is worked out in the Christian School (Takeley) through building these relationships, is the same love with which the courses and activities of the school are developed and delivered to the students.

The values of the Christian School (Takeley) are shaped by its ethos.

They are

- Integrity
- Charity
- Truthfulness and Honesty

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## COMMITMENT

As a member of the Governing Body I will do my utmost to always work to the terms of this Code of Conduct for the good of the whole school community and glory of God.

Signed .....

Printed name .....

Date: .....

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Building an effective team is essential for all school governing bodies and boards of directors. The Diocese of Blackburn has produced this unique tool to:

- help individual governors/directors know what is expected/required of them,
- provide a point of reference for managing governors/directors behaviour and effectiveness,
- enable members of the governing body to commit to these principles.

## Governors' Handbook

This tool should be seen to be a more faithfully Christian way of pursuing the guidance given in the latest version of the Governors' Handbook on how governing bodies/boards of directors should operate.

## 7 Principles of Public Life

(Nolan Principles)

Selflessness

Integrity

Objectivity

Accountability

Openness

Honesty

Leadership