



Ashbrook Infant and Nursery School
Victoria Avenue
Borrowash
Derby
DE72 3HF
Phone: 01332 662695
info@ashbrook-inf.derbyshire.sch.uk
www.ashbrookinfantandnursery.co.uk
Headteacher: Mrs Helen Roebuck

Code of conduct

Ashbrook Infant and Nursery School Governors recognise that we hold an important public office. We will always operate with transparency, inclusivity and with the well-being and best interests of the children, staff and community at the heart of all we do.

Once this code has been adopted by the governing board, all members agree to faithfully abide by it.

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 focus on our core governance functions by:

1. ensuring there is clarity of vision, ethos and strategic direction
2. holding our leaders to account for the highest standards of safeguarding, educational performance and the performance management of staff
3. overseeing the financial performance and ensuring best value
4. ensuring the voices of all stakeholders, including our children are heard





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As individual board members, we agree to:

Fulfil our role & responsibilities by

1. focussing on our core functions and not involve ourselves in day-to-day management.
2. Developing and living the ethos and values of our school
3. adhering to school policies and procedures as set out by the relevant governing documents and law
4. working collectively for the benefit of the school and community
5. being mindful of the well-being and workload of all staff including our headteacher
6. being honest, constructive and respectful when holding senior leaders to account.
7. considering how our decisions may affect our school and community.
8. standing by the decisions we make collectively and only acting on behalf of the board if we have the authority to do so
9. speaking out where decisions and actions conflict with the Seven Nolan Principles or may put our children at risk
10. being a good employer, acting fairly and without prejudice, always with regard to inclusive policies
11. following our established procedures when responding to complaints
12. upholding the school's reputation in our private communications, including social media
13. working to advance equality of opportunity for all by valuing and respecting people of all backgrounds and identities

Demonstrate our commitment to the role by

1. being actively involved and accepting for our fair share of responsibilities, serving on committees or working groups when required
2. attending all meetings and sending apologies in advance if this is not possible
3. being well prepared and having read all documentation before the meeting, ready to make a positive contribution and observe protocol
4. getting to know our school and becoming involved in school life
5. arranging to visit school with our headteacher / subject leaders well in advance and observe school and board protocol
6. following commitments made in this code when visiting in a personal capacity
7. taking responsibility for our individual training and ongoing development of our skills and knowledge.

Build and maintain relationships by

1. developing effective working and professional relationships with school leaders, staff, parents and other relevant stakeholders from our community
2. expressing our views openly, courteously and respectfully in all communications with other governors and staff both inside and outside of meetings
3. valuing each governors contribution within our inclusive environment
4. supporting the chair in their role of leading the board and ensuring appropriate conduct





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Respect confidentiality by

1. observing complete confidentiality both inside and outside of school when matters are deemed confidential or concern individual staff, pupils or families.
2. protecting the details of any governing board vote
3. ensuring all confidential papers are held and disposed of appropriately.
4. maintaining confidentiality even after we leave office

Declare conflicts of interest and be transparent

1. declaring any business, personal or other interest that we have in connection with the board's business, and these will be recorded in the [register of business interests](#).
2. declaring any conflict of loyalty at the start of any meeting should the need arise
3. leaving the meeting for the duration of the discussion and any subsequent vote
4. accepting that the Register of Business Interests will be published on the school/trust's website.
5. acting in the best interests of the school/trust as a whole and not as a representative of any group.
6. accepting that in the interests of open governance, our full names, date of appointment, terms of office, roles on the governing board, attendance records, relevant business and pecuniary interests, category of governor/trustee and the body responsible for appointing us will be published on the school/trust website.
7. accepting that information relating to board members will be collected and recorded on the DfE's national database (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.

Adopted by: Ashbrook Infant and Nursery School on 28th September 2021

Signed: Margaret Smith, Chair of board

The governing board agree that this code of conduct will be reviewed annually, upon significant changes to the law and policy or as needed and it will be endorsed by the full governing board.

