

Rydal Penrhos Limited – Governors’ Code of Conduct

INTRODUCTION

This code of conduct sets out the School’s expectations of its Governors.

It is essential for the good governance and reputation of the School that the Governors maintain high standards in their role and when representing the School.

The Governors should bear in mind the public nature and responsibilities of their role and that, even when they consider themselves to be working in their private capacity, they may still be viewed as a representative or ambassador of the School.

GENERAL OBLIGATIONS

Each Governor should always:

- act solely in the best interests of the School, acting within the law and the School’s Constitution and having a working knowledge of and abiding by the policies and procedures of the School, including this Code;
- support the charitable objectives and the mission of the School;
- be an active Governor, making their skills, experience, knowledge and time available to the School and, when requested, contributing additional time outside Governor meetings to the business of the School including sitting on committees, attending School events, and attending the School for a site visit and lesson observation as part of the induction process;
- respect their duties as to confidentiality;
- respect the collective authority of the Governing Body and not act unilaterally;
- support the Principal and the Senior Leadership Team of the School;
- regularly and collectively reflect on how the Governing Body fulfils its responsibilities and governs the School.

Each Governor should respect that there are limits on their authority and should not:

- speak officially on behalf of the Governing Body without authority;
- enter into any legal or financial agreement on behalf of the School without authority;
- give directions to the Principal or staff of the School without authority;
- disclose any confidential information about the School without authority.

CONFIDENTIALITY

- the Governors must always respect individual, Governing Body and organisational confidentiality;
- the Governors must not disclose any confidential information which they have been given in their capacity as Governor, other than for a proper authorised purpose or if required to do so by law;
- Governors must take appropriate steps to ensure that confidential information is stored securely. If in doubt about the confidential nature of any information, the Governors should contact the Chair in the first instance.

RELATIONSHIPS WITH OTHERS

- the Governors are responsible for pursuing the charitable objectives of the School and developing the overall strategy for the School. Whilst the Governors cannot abdicate their overall responsibility, they should work in partnership with the Senior Leadership Team to achieve the mission of the School, understanding and respecting the different but complementary roles of the Governors and staff;
- each Governor should recognise that their role on the Governing Body is to direct the management of the School but not to be involved with its day-to-day management which is delegated to the Principal and the Senior Leadership Team. However, the Governors must accept personal responsibility for ensuring that the School is well-run and should therefore raise issues and question in an appropriate and sensitive way so as to ensure that this is the case;
- Governors should not generally liaise directly with staff unless specifically authorised to do so by the Governing Body and should usually channel communications to staff through the Chair, who will keep the Principal informed as to the Governing Body's activities as necessary;
- if a Governor has any concerns about the behaviour or performance of a member of staff, they should raise this with the Chair and the Principal who will discuss the matter in order that it may be dealt with as appropriate.

MANAGING INTERESTS

- an individual Governor should not benefit, whether financially or otherwise, from their position beyond what is allowed by the School's Constitution, by express approval of the Charity Commission or otherwise by law and what is in the best interests of the School;
- each Governor should consider whether they have any private or business interests relating to their duties as a Governor and must declare all actual or potential conflicts of interest and / or loyalty.