



This Code of Conduct sets out the commitment and responsibilities for behaviours and actions, required from School Stakeholder Committee (SSC) Members.

The Code is based on the NGA's (National Governors' Association) Code and should be read in conjunction with 'Avanti Schools Trust Accountabilities Framework'.

SSC, General: In order for the SSC Members to achieve the best possible outcomes for all the children and to fulfil their statutory responsibilities, the SSC Members will operate according to the following principles:

- Set the strategic direction of the school by determining the character, aims, objectives, ethos and values of the school
- Alongside the head teacher, develop the policy framework to achieve the aims and objectives
- Set statutory targets and help the school to provide the best education for each of its pupils and to enable them to achieve the highest standards of achievement
- Through relevant policies and procedures ensure that the school is a safe environment for all pupils and staff
- Agree strategies for school improvement, including approving the budget and agreeing the staffing structure
- Acknowledge that the day to day running of the school and the implementation of plans and policies of the SSC Members, is the responsibility of the head teacher and senior leadership team
- Act as a critical friend to the head teacher and school. This means supporting and challenging, it means monitoring, reviewing and evaluating and offering support, constructive advice and a sounding board
- Ensure accountability to all stakeholders – pupils, parents, community, local authority, diocese and so on. This accountability relates to safeguarding, standards, school improvement, the budget and making appropriate information available to the stakeholders
- Regularly monitor and review the performance and activities of the SSC Members

The Role of the SSC Members

The office of SSC Members involves a commitment of time and energy to the role. The individual SSC Members acknowledges that:

- The SSC Members is a corporate body, therefore no SSC Members can act on his/her own without proper authority from the full SSC Members
- As part of that corporate body, the responsibility for all decision making is carried equally amongst all SSC Members
- SSC Members accept collective responsibility for all decisions made by the SSC Members and therefore do not speak against majority decisions outside the SSC Members meeting
- He/she has an awareness of and accepts the 'Nolan' principles of public life

- SSC Members may be appointed by different bodies (parents, staff, local authority community, foundation) but the ultimate aim and concern of all SSC Members has to be the welfare of the school as a whole
- All SSC Members must declare openly and immediately, any conflict of interest arising from a matter before the SSC Members or from any aspect of SSC Membership

All SSC Members – Commitment

Acknowledging the significant time and energy commitment involved all SSC Members will:

- Make every effort to attend meetings and where this is not possible explain in full and in advance
- Accept a fair share of the responsibility of the workings of the SSC Members and its committees
- Take or seek opportunities to enhance his/her effectiveness as a SSC Members through participation in training, development programmes and increasing his/her knowledge of the school
- As a result of self-review and areas for development identified, organise training for the SSC Members as a whole
- Ensure that any visit to school will be arranged in advance with staff and conducted according to the SSC Members School Visits Procedures

Relationships

SSC bodies can succeed or fail on the strength of relationships. The principle working relationships are with each other and the head teacher, but accountability to stakeholders ensures that there are other relationships which need to be cared for.

Essentially the SSC Members:

- Must strive to work as a team, promoting constructive working relationships
- Will encourage the expression of views openly and an environment where every SSC Members feels confident to participate in discussions and feels listened to
- Ensure that the chair of SSC Members facilitates good discussions and challenges any SSC Members who becomes aggressive or tries to dominate
- Discuss and review succession planning within the SSC Members to promote and preserve good relationships within the framework of the SSC Members
- Will support and challenge in equal proportions, the head teacher and senior leadership team in a courteous manner
- Will respect and acknowledge time, effort and skills from all members of the SSC Members and staff at the school
- Will accept that differences of opinion may arise in discussions, but when a majority decision is made this should then be accepted by all SSC Members
- Follow good practice and procedures in communications, to actively develop effective relationships with the staff, the parents, the community, the local authority and other relevant agencies

Confidentiality

There are times during SSC Members meetings where discussions or information given, is confidential. These instances may or may not happen frequently and usually the chair of SSC Members or head teacher will remind SSC Members of the need for confidentiality. This is an important area where SSC Members need to:

- Observe confidentiality when matters are deemed so, or when matters concern specific members of staff or pupils

- Exercise the greatest prudence at all times when discussions regarding school business arise outside a SSC Members meeting – and in particular when using social networking sites (see below)
- Regard all discussions made when reaching decisions, as confidential
- Never reveal the details of any SSC Members vote

Social Networking Sites

We will use social networking sites responsibly and ensure that neither our personal or professional reputation, nor the school's reputation is compromised by inappropriate postings.

At Krishna Avanti Primary the expectations / code of conduct are:

- Know SSC Members roles and responsibilities
- Support Krishna Avanti Primary School with the Ethos and Core Values
- Ensure the school maintains high standards by planning for the school's future and setting targets for areas of school improvement
- Keep up to date with school, local and national priorities
- Read the agenda and supporting papers before each meeting
- Arrive at the meeting in good time
- Offer apologies in advance if you cannot attend a meeting
- Act honestly without ulterior or personal motive
- Be courteous and listen to others opinions. If you disagree, then do so in a respectable manner
- Be a critical friend to the school, offering support and advice
- Help the school respond to the needs of parents and the community
- Work with the school on planning, developing policies and keeping the school under review
- Check out SSC Members training opportunities which link with the School Improvement Plan
- Attend training that has been advised by the Headteacher and Chair of SSC Members
- If there is an issue you are keen to explore, check it out with the Headteacher and Chair of SSC Members before the meeting
- Respect confidentiality in meetings, especially when talking about individual members of staff or pupils
- New members of the SSC Members should be made aware of the Code as part of their Induction, inform the Clerk of Induction training attended
- It is essential that the SSC Members accept and agree to abide by the Code of Conduct. This agreement must be recorded, signed by the chair of SSC Members and dated
- If any SSC Members breaches the Code then the SSC Members will discuss the breach and take action if necessary. (Action might be a warning, or possibly a suspension)

Review of the Code of Conduct

- This Code of Conduct will be reviewed in line with changes to NGA and AST as required.