

CARMEL EDUCATION TRUST

CODE OF CONDUCT FOR LOCAL MANAGEMENT BOARDS

Document Management:

Date Policy Approved:	19 March 2014
Date Policy Reviewed	November 2015
Next Review Date:	November 2018
Version:	2.0
Approving Body:	Resources Committee
Policy Category:	

CODE OF CONDUCT FOR LOCAL MANAGEMENT BOARDS

The purpose of the Local Management Board

The Local Management Board is responsible for the conduct of the school/academy and for promoting high standards. The Local Management Board will ensure that children and young people are attending a successful school which provides them with a good education and supports their well-being.

The Local Management Board:

- With the Board of Directors sets the strategic direction of the school by:
 - Working with the Trust to determine the educational vision of the school/academy
 - Adopting the policy framework provided by the Trust for achieving that vision
 - Setting targets
 - Developing and recommending approval by the Trust of the School Development Plan
 - Managing and expending all monies delegated by the Trust
- Challenges and supports the school by monitoring, reviewing and evaluating:
 - The implementation and effectiveness of the policy framework
 - Progress towards targets
 - The implementation and effectiveness of the School Development Plan
 - The budget and the staffing structure
- Ensures accountability by:
 - Contributing to the school's self-evaluation and reporting to the Board of Directors
 - Reporting progress against the School Development Plan to the Board of Directors
 - Responding to Ofsted reports
 - Holding the headteacher to account for the performance of the school
 - Ensuring parents and pupils are involved, consulted and informed as appropriate
 - Engaging with the wider community

For Local Management Boards to carry out their role effectively, governors must be:

- Prepared and equipped to take their responsibilities seriously;
- Supported by the Trust in that task; and
- Willing and able to monitor and review their own performance.

Declaration

General

- We understand the purpose of the Local Management Board and the respective responsibilities of the Trust, Local Management Boards, the Chief Executive Officer and Headteacher / Head of School as set out within the Scheme of Delegation
- We are aware of and accept the Nolan seven principles of public life: see **Appendix 1**
- We accept that we do not have authority to act individually, except where the Board of Directors has given us delegated authority to do so, and therefore we will only speak on behalf of the Local Management Board when we have been specifically authorised to do so.

- We have a duty to act fairly and without prejudice, and in so far as we have responsibility for staff, we will fulfil all that is expected of a good employer.
- We will treat staff employed by the Trust with courtesy and respect.
- We will not ask or encourage employees to act in any way which would conflict with their own Code of Conduct.
- We will encourage open government and will act appropriately.
- We accept collective responsibility for all decisions made by the Local Management Board or its delegated agents. This means that we will not speak against majority decisions outside the Local Management Board meeting.
- We will consider carefully how our decisions may affect the community and other schools within the Trust and wider community of schools.
- We will maintain and develop the ethos and reputation of our school. Our actions within the school and the local community will reflect this.
- In making or responding to criticism or complaints affecting the school we will follow the procedures established by the Board of Directors.
- All governors have a duty to act independently and not as agents of those who may have appointed them and will act with integrity, objectivity and honesty in the best interests of the School and shall be open about decisions and be prepared to justify those decisions except in so far as any matter may be considered confidential.
- We have a duty to ensure the safeguarding of public funds and the proper custody of assets which have been publicly funded.
- We will carry out your fiduciary obligations responsibly – that is, take appropriate measures to ensure that the Local Management Board uses resources efficiently, economically and effectively, avoiding waste and extravagance.
- We will comply with the rules set by the Trust regarding remuneration, allowances and expenses. We understand it is our responsibility to ensure compliance with all relevant HM Revenue and Customs' requirements concerning payments, including expenses.
- We will not misuse official resources for personal gain or for political purposes.
- In our public role, we should be, and will be seen to be, politically impartial.

Commitment

- We acknowledge that accepting membership as a governor involves the commitment of significant amounts of time and energy.
- We will each involve ourselves actively in the work of the Local Management Board, and accept our fair share of responsibilities, including participation in working groups and undertaking specific roles allocated.
- We will make full efforts to attend all meetings and where we cannot attend explain in advance in full why we are unable to.
- We will get to know the school well through school visits, understanding data and eliciting the views of staff, students and carers and respond to opportunities to involve ourselves in school activities.
- Our visits to school will be conducted in accordance with the Carmel Education Trust School Visit Policy.
- We will consider seriously our individual and collective needs for training and development, and will undertake relevant training specific to our needs and that of the whole Local Management Board
- We are committed to actively supporting and challenging the Headteacher / Head of School

Relationships

- We will strive to work as a team in which constructive working relationships are actively promoted.
- We will express views openly, courteously and respectfully in all our communications with other governors.
- We will support the chair/vice-chair in their role of ensuring appropriate conduct both at meetings and at all times.
- We are prepared to answer queries and report to other governors in relation to our specific roles
- We will seek to develop effective working relationships with Directors, the Headteacher / Head of School, staff and parents, other relevant agencies and the community.
- We recognise that we are part of a family of Catholic schools and acknowledge that this means we have a responsibility which extends beyond the School. We will work collaboratively with the other Catholic schools in the Diocese sharing resources and know how as may be appropriate with the following objectives in mind, to support each other to:
 - a) achieve consistently high standards of learning and teaching;
 - b) develop cost effective curriculum design and collaboration which optimises opportunities for students and provides added value progress for them;
 - c) provide support building upon individual specialisms and/or areas of identified strength between the schools to improve key aspects of performance;
 - d) achieve best value in service delivery especially where partnership working can add value

Confidentiality

- We will observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or students, both inside or outside school/academy
- We will exercise the greatest prudence at all times when discussions regarding school business arise outside a Local Management Board meeting.
- We will not reveal the details of any Local Management Board vote.

Conflicts of interest

- We will record any pecuniary or other business interest that we have in connection with the Local Management Board's business in the Register of Business Interests.
- We will declare any pecuniary interest - 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.

Gifts, Hospitality, Prizes & Awards

- We will not accept any gifts or hospitality which might, or might reasonably appear to, compromise our personal judgement or integrity or place us under an improper obligation.
- We will never canvass or seek gifts or hospitality.
- We will comply with the rules set by the Trust on the acceptance of gifts and hospitality (**Appendix 2**) and will inform the Clerk to the Local Management Board of any offer of gifts or hospitality and ensure that, where a gift or hospitality is accepted, this is recorded in a public register in line with the rules set by the Trust.

Breach of this code of practice

- If we believe this code has been breached, we will raise this issue with the Chair and the Chair will investigate;
- Should it be the chair that we believe has breached this code, the Chief Executive Officer of the Trust will investigate;
- We understand that any allegation of a material breach of this code of practice by any governor shall be raised at a meeting of the Local Management Board, and, if agreed to be substantiated by a majority of governors, shall be minuted and can lead to consideration of suspension/removal from the Local Management Board by the Board of Directors.

Undertaking:

As a member of the Local Management Board of (*insert name of School/Academy*) I undertake to abide to this Code of Conduct

Signed

Printed name

Date:

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 organizations 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.

GIFTS, HOSPITALITY, PRIZES & AWARDS

A potential source of conflict between public and private interests is the offer of gifts, hospitality or benefits in kind to Directors, Governors and employees in connection with their official duties. It is important to avoid any suggestion of improper influence.

GIFTS GENERALLY

Casual gifts offered by contractors, organisations, firms, parents and carers or individuals such as calendars, diaries, pens, food, drink, flowers and other small gifts need not be declared. The general rule is that a gift below the value of £25 does not need to be declared. However, it will not be appropriate to accept a gift below that value if it is more than minimal and may be perceived as an inducement.

In cases where alcoholic beverages are given it is important to ensure that they do not contravene the Alcohol at Work Policy.

Governors should decline any personal gift offered to them, or to a member of their family, with a value of £25 or over by any person or organisation having dealings with the Trust.

When a gift needs to be refused, this should be done with tact and courtesy, because the offer of gifts is common custom and practice in the commercial world, particularly at Christmas time. If the gift is simply delivered to the Registered Office or other Trust premises, there may be a problem returning it, in which case it should be reported immediately to the Clerk to the Local Management Board.

A checklist and form is provided at **Annex A** which should be used to help Governors decide whether or not it is appropriate to accept a gift.

The Clerk to the Local Management Board will keep a record of all gifts given to Governors or the Trust where the value exceeds £25 or when a gift was declined. See **Annex B**.

HOSPITALITY

Offers of hospitality are a normal part of the courtesies of business life but in the public sector it is important for Governors to avoid creating an appearance of improper influence, thus undermining public confidence.

Hospitality is sometimes offered to representatives of the Trust in an official or formal capacity. Hospitality can take many forms and could include attending exhibitions, seminars, sporting events, shows or concerts. Training events with very low training content and free catering, drink or transport may also be hospitality.

Governors need to exercise discretion when accepting offers of hospitality particularly when the host is seeking to do business with the Trust or who may stand to benefit in some way from dealing with the Trust.

Offers of hospitality should only be accepted where there is a clear benefit to the Trust in doing so

e.g. networking, building contacts. If there is no or limited benefit Governors should not attend.

Hospitality offered by charitable or social organisations, usually in connection with an invitation to speak to the body, can be accepted.

All offers of hospitality should be reported to the Clerk to the Local Management Board before it is accepted. The Clerk will keep a record of all hospitality accepted by Governors. See **Annex B**.

SPONSORSHIP – GIVING AND RECEIVING

When an outside organisation wishes to sponsor or is seeking to sponsor a Trust activity, whether by invitation, tender, negotiation or voluntarily, the basic conventions concerning acceptance of gifts or hospitality apply. Particular care must be taken when dealing with contractors or potential contractors.

Where the Trust wishes to sponsor an event or services, neither a Governor nor any partner, spouse or relative must benefit from such sponsorship in a direct way without there being full prior disclosure to the Clerk to the Local Management Board of any such interest. Similarly, where the Trust through sponsorship, grant aid, financial or other means, gives support in the community, Governors should ensure that impartial advice is given and that there is no conflict of interest involved.

GIFTS AND HOSPITALITY

Checklist for considering whether to accept a gift, hospitality, Prize or Award

The question in all cases is one of judgement, and the following checklist of queries should help Governors to decide whether a gift or an offer of hospitality should be accepted or declined.

- (a) Is the value of the gift or hospitality £25 or over?
- (b) If under £25 is it intended as an inducement?
- (c) Is the extent of the hospitality, or nature of the gift reasonable and appropriate?
- (d) Does the donor have any form of contractual relationship with the Trust and/or Academy, does it provide goods or services to the Trust of any kind?
- (e) Is the invitation/gift directed to a large group of unrelated individuals or open to the public, or has an individual been targeted because of their Governorship and the nature of their role?
- (f) What is thought to be the motivation behind the invitation/gift?
- (g) For hospitality does the Governor wish to attend and if so why? Is it because there will be genuine benefits to the Academy in terms of networking and contracts gained? Or is the desire to go centred around personal enjoyment.
- (h) Would acceptance of the invitation be, in any way, inappropriate or place Governors under pressure in relation to any current or future (where known) matter involving the Trust/Academy?
- (i) For gifts is there a difficulty in returning the gift? If it would cause offence can the gift be donated to a charity?

If a Governor decides to accept a gift over £25 they must declare this to the Clerk to the Local Management Board. If a Governor declines a gift of over £25 the Clerk to the Local Management Board should also be informed and the reasons for the gift being declined should be recorded.

Gifts & Hospitality Register Form

Governors should complete this form and return to the Clerk of the Local Management Board

<p><i>Section One of this form should be completed (either in electronic or paper form), for all offers of hospitality or gifts either received or offered (with the exception of low value gifts (under £25))</i></p> <p>SECTION ONE: Details of the offer – this section must be completed by the Governor receiving the offer.</p>	
Date of offer	
Name of Governor	
Who offered the gift or hospitality?	
What is your relationship with the individual/organisation offering the gift or hospitality (if any)?	
Nature of gift or hospitality offered	
Details of other Governors and staff offered the same gift or hospitality (where applicable/known)	
Proposed action (delete as appropriate)	<i>Accept / Decline / Already declined</i> This form must be authorised by the Chief Executive Officer before any offer is accepted.
Director signature:	Date:
Following completion of the above section and before any offer is accepted this form must be authorised by the Chief Executive Officer	
SECTION TWO: Action authorised by the Chief Executive Officer	
Name (Chief Executive Officer):	

Record of action (delete as appropriate)	Agree acceptance / Acceptance not authorised/Agree action to decline Please ensure the Governor who received the offer is aware of you decision.
Signed	Date
Please ensure: (i) The Governor is informed of your decision (ii) This form is recorded on your Register of Governor Gifts and Hospitality (iii) This form is filed in the Register of Governor Gifts and Hospitality.	

For Office use Only Form Index Number:

RECORD OF GIFTS AND HOSPITALITY

Form Index Number	Date received	Detail of gift/hospitality	Person who received gift/hospitality	Gift/hospitality given by e.g. name and/or company	Destination of gift e.g. returned, used in raffle etc.	Authorising signature

