CMF Governors' Code of Conduct

This Code of Conduct has been adopted by all governors of the Colville and Marlborough Federation agree to abide by it faithfully and in full.

Governors are to indicate that they agree to the Code of Conduct on GovernorHub. This is checked by the EHT and reported to the board.

1. The Seven Nolan Principles of Public Life

As governors we will uphold the highest standards of public life and demonstrate ethical governance at all times.

- **Selflessness**
  We will act solely in the public interest.
- **Integrity**
  We will avoid obligations or relationships that could improperly influence our work.
  We will not act or decide matters to secure financial or other material benefits for ourselves our families or friends.
  We will declare and address all interests and relationships.
- **Objectivity**
  We will act impartially fairly and on merit using the best evidence and avoiding discrimination or bias.
- **Accountability**
  We are accountable to the public for our decisions and actions and will accept appropriate scrutiny.
- **Openness**
  We will act and make decisions openly and transparently withholding information only when legally justified.
- **Honesty**
  We will be truthful.
- **Leadership**
  We will model, promote and defend these principles and challenge poor conduct wherever it occurs.

2. Our Core Governance Functions

We will focus on:

1. ensuring clarity of vision ethos and strategic direction across the Federation.
2. holding executive leaders to account for the educational performance of the Federation and its pupils and for the effective performance management of staff.
3. overseeing the Federation's financial performance and ensuring money is well spent.
4. ensuring the voices of pupils, parents, staff and other stakeholders are heard.

3. As Individual Governors We Agree To:

A. Fulfil Our Role and Responsibilities

1. We accept that our role is strategic not operational and we will avoid involvement in day to day management.
2. We will develop support and live the ethos and shared values of the Colville and Marlborough Federation.
3. We will adhere to Federation policies and procedures as set out in governing documents and in law.
4. We will cooperate fully with compliance requirements including DBS checks.
5. We will work collectively for the benefit of the Federation.
6. We will be candid, constructive and respectful when holding senior leaders to account.
7. We will consider the impact of our decisions on pupils staff, families and the wider community.
8. We will stand by decisions made collectively by the governing board.
9. We will raise concerns where decisions conflict with the Nolan Principles or may place pupils at risk.
10. We will only speak or act on behalf of the board when authorised.
11. We will uphold responsibilities to staff ensuring fairness, wellbeing and a safe working environment.
12. We will follow established procedures when making or responding to complaints.
13. We will uphold the Federation's reputation in all private and public communications including social media.
14. We will have regard to the Equality Act and work to advance equality of opportunity for all.

B. Demonstrate Our Commitment to the Role

1. We will participate actively in the work of the board and share responsibilities including committee or working group membership.
2. We will make every effort to attend all meetings and explain in advance when we cannot.
3. We will arrive prepared having read all papers and ready to contribute positively.
4. We will get to know both schools in the Federation and welcome opportunities to be involved in school life.
5. When visiting the school, we will arrange visits in advance and follow school and board protocols.
6. When visiting as parents, carers or members of staff we will continue to honour this Code
7. We will take part in induction and ongoing training including all required areas such as safeguarding.

C. Build and Maintain Positive Relationships

1. We will develop effective professional relationships with leaders, staff, parents, carers and other stakeholders.
2. We will respect the remit of external authorities and work constructively with other schools and partners.
3. We will communicate with courtesy, respect and openness inside and outside meetings.
4. We will help foster an inclusive environment in which all governors' contributions are valued.
5. We will support the chair in leading the board and ensuring appropriate conduct.

D. Respect Confidentiality

1. We will observe strict confidentiality when matters are designated confidential or concern individuals.
2. We will not disclose the outcome or content of governing board votes.
3. We will store and dispose of confidential papers securely.
4. We will maintain confidentiality after leaving office.
5. We will practice good ICT security protect personal data and support GDPR compliance.

E. Declare Conflicts of Interest and Be Transparent

1. We will declare all business, personal or other interests connected with the board's work and these will be recorded in the register of interests.
2. We will declare any conflict of loyalty at the start of a meeting.
3. If a conflict arises we will withdraw from discussion and voting.

4. We accept that the register of interests will be published on our school websites.
5. We will act as governors not as representatives of any group.
6. We accept that our full names, appointment dates, term of office, roles, attendance records and relevant interests will be published online.
7. We accept that information about governors will be collected for the DfE Get Information About Schools database with some data publicly accessible.

F. Breaches of This Code

We understand that potential or perceived breaches of this Code will be taken seriously and may lead to formal sanctions including suspension or as a last resort removal from the governing board.

Adoption

Adopted by: The Governing Board of the Colville and Marlborough Federation

Date: FGB July 14th 2026

Date for review: FGB July 2027