Hampton Primary Partnership

Be the best you can be

Governors' Code of Conduct

Academic Year 2026-27

This code is based on the July 2025 NGA template with recommended best practice additions from AfC.

As a Board, we will focus on our strategic functions:

1. ensuring there is clarity of vision, ethos and strategic direction
2. holding executive leaders to account for the educational performance of the organisation and its pupils and the performance management of staff
3. overseeing the financial performance of the organisation and making sure its money is well spent
4. ensuring the voices of stakeholders are heard

As individual board members, we agree to:

Fulfil our role & responsibilities

1. We accept that our role is strategic and so will focus on our core functions rather than involve ourselves in day-to-day management of the school.
2. We will develop, share and live the ethos and values of our school.
3. We agree to adhere to school policies and procedures as set out by the relevant governing documents and law.
4. We will fully cooperate with requests that are necessary to ensure organisational compliance, including disclosure and barring checks.
5. We will work collectively for the benefit of the school.
6. We will be candid but constructive and respectful when holding senior leaders to account.
7. We will consider how our decisions may affect the school and local community.
8. We will stand by the decisions that we make as a collective.
9. Where decisions and actions conflict with the Seven Principles of Public Life or may place pupils at risk, we will speak up and bring this to the attention of the relevant authorities.
10. We will only speak or act on behalf of the board if we have the authority to do so.
11. We will fulfil our responsibilities as a good employer, acting fairly and without prejudice.

12. When responding to complaints we will follow the established procedures.
13. We will strive to uphold the school's reputation in our private communications (including on social media).
14. We will have regard to our responsibilities under the Equality Act and will work to advance equality of opportunity for all.

Demonstrate our commitment to the role

1. We will involve ourselves actively in the work of the board, and accept our fair share of responsibilities, serving on committees or working groups where required.
2. We will make every effort to attend all meetings and, where we cannot attend, explain in advance why we are unable to.
3. We will attend meetings prepared, having read all papers in advance, ready to make a positive contribution and observe protocol.
4. We will get to know the school well and respond to opportunities to involve ourselves in school activities.
5. We will visit the school and when doing so will make arrangements with relevant staff in advance and observe school and board protocol.
6. When visiting the school in a personal capacity (i.e. as a parent or carer), we will continue to honour the commitments made in this code.
7. We will participate in induction training and take responsibility for developing our individual and collective skills and knowledge on an ongoing basis (through attending a minimum of three CPD sessions per academic cycle) and committing to refreshing our training every 3 years
8. We commit to work collectively to embed a culture of effective succession planning. This will be achieved by identifying successors, nurturing and mentoring talent to ensure smooth transition of leadership roles i.e. chair, vice chair, chairs of committees and link governor positions. As individuals we will complete an annual evaluation audit to identify strengths or areas for leadership development within the board.
9. All governors should familiarise themselves with their responsibilities in line with the latest Keeping Children Safe in Education statutory guidance and complete the AfC eLearning: Safeguarding for Governors training modules.
10. We collectively acknowledge it is best practice for two designated safeguarding link governors to be in place at all times and, along with the chair, complete AfC training - Safeguarding the Governing Board's role.
11. We shall fully cooperate with individual requests that are necessary to ensure organisational compliance, such as disclosure and barring checks. Governors recognise that failure to comply with these requirements will disqualify them from holding office.

Build and maintain relationships

1. We will develop effective working relationships with school leaders, staff, parents and other relevant stakeholders from our local community/communities.
2. We will work to create an inclusive environment where each board member's contributions are valued equally.
3. We will express views openly, courteously and respectfully in all our communications with board members and staff both inside and outside of meetings
4. We will support the chair in their role of leading the board and ensuring appropriate conduct.

5. We will act as individuals and acknowledge that as governors we are representatives of our category of governorship, opposed to representatives for parents or staff stakeholder groups and are primarily appointed based on the skills and experience that we bring to the board.

Proceedings of the governing board

1. As a corporate body, we agree on the principles and protocol of adapting to virtual meetings if deemed necessary.
2. As a corporate body, we agree to make quorate decisions by email, if deemed necessary/urgent and such decisions will subsequently be formally ratified and minuted at the next scheduled meeting.
3. As a corporate body, we agree to make quorate decisions prior to any applications of recording meetings or applying AI functions.

Respect confidentiality

1. We will observe complete confidentiality with all governance matters.
2. We will not reveal the details of any governing body vote.
3. We will ensure all confidential papers are held and disposed of appropriately.
4. We will maintain confidentiality even after we leave office.
5. We will practice good ICT security, keep personal data safe and support GDPR compliance.

Declare conflicts of interest and be transparent

1. We will declare 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. We will also declare any conflict of loyalty at the start of any meeting should the need arise.
3. If a conflicted matter arises in a meeting, we will offer to leave the meeting for the duration of the discussion and any subsequent vote.
4. We accept that the register of business interests will be published on the school's website.
5. We will act as a governor; not as a representative of any group.
6. We will act in the best interests of the school as a whole and not as a representative of any group.
7. We accept that in the interests of open governance, our full names, date of appointment, terms of office, roles on the governing body, attendance records, relevant business and pecuniary interests, category of governor and the body responsible for appointing us will be published on the school's website.
8. We accept 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 will abide by the Seven Nolan Principles of Public Life and demonstrate our commitment to ethical governance:

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.

Adopted by Hampton Primary Partnership Governing Body on 23 September 2026

Individual Declaration to be confirmed by ALL Governors, Associate Members and clerk which states: "*By signing this code I declare I am not disqualified* from holding a governorship position and I agree to abide by all the expectations outlined. I understand that potential or perceived breaches of this code will be taken seriously and that a breach could lead to formal sanctions including suspension or removal from the governing body as a last resort."*

*Current disqualification criteria is listed within The School Governance (Constitution) (England) Regulations 2012, Regulation 17, Schedule 4.
