Suffield Park Infant and Nursery School

Governor Code of Conduct

September 2026



Empowering Governance. Supporting Schools

Norfolk County Council

The Governan

Code of Conduct for Governors

1. Introduction

As members of the Governing Body, governors have a collective responsibility for ensuring that the school provides the best possible education for its pupils. This requires governors to act with integrity, commitment, and a clear focus on the strategic role of governance.

This Code of Conduct sets out the standards and expectations of behaviour for all governors. It reflects statutory requirements, recognised good practice, and the values of the school community. The Code applies to all forms of governing body business, including meetings, visits, training, communication, and representation of the school.

By accepting office, each governor agrees to follow this Code.

2. The Seven Nolan Principles of Public Life

As a governor I agree to uphold the Seven Nolan Principles of Public Life:

1. Selflessness – Act solely in the public interest.
2. Integrity – Avoid placing yourself under any obligation to outside individuals or organisations that might influence your work.
3. Objectivity – Make decisions impartially, fairly, and on merit.
4. Accountability – Be accountable to the public for decisions and actions and submit to scrutiny.
5. Openness – Be as open as possible about decisions and actions, providing reasons and restricting information only when absolutely necessary.
6. Honesty – Be truthful.
7. Leadership – Promote and support these principles by leadership and example.

3. Core Commitments of Governors

3.1 Commitment to the Role

As a governor you agree to commit to:

- Prioritise the interests of pupils at all times.
- Accept the role is voluntary but commit time and energy to fulfil duties effectively.
- Attend all meetings and events wherever possible, submitting apologies in advance if unable to attend.
- Prepare thoroughly by reading papers in advance, seeking clarification where needed, and bringing informed questions to meetings.

- Undertake regular training and personal development, recognising the importance of continuous improvement.
- Support agreed priorities in the School Development/Improvement Plan.

3.2 Strategic Leadership

As a governor you agree to:

- Focus on vision, ethos, and strategic direction and not veer into operational management.
- Hold school leaders to account for educational performance, staff management, and the effective use of resources.
- Avoid involvement in the day-to-day running of the school or giving instructions to staff.
- Support and challenge constructively, always acting in the school's best interests.

3.3 Collective Responsibility

As a governor you agree to:

- Respect the principle of collective decision-making; once a decision has been made by the governing body, support it publicly.
- Avoid undermining decisions outside of meetings, including via social media or in informal conversations.
- Ensure differences of opinion are expressed constructively within meetings and not carried into the wider school community.

3.4 Confidentiality

As a governor you agree to:

- Treat all papers, discussions, and information from meetings as confidential unless clearly stated otherwise.
- Refrain from sharing confidential information with anyone outside the governing body, including family or friends.
- Maintain confidentiality even after leaving the role.

3.5 Conduct and Behaviour

As a governor you agree to:

- Act in a manner that brings credit to the school and governing body and does not bring it into disrepute.
- Treat fellow governors, staff, parents, pupils, and the wider community with courtesy, dignity, and respect.
- Promote equality, diversity, and inclusion in all aspects of governance.
- Use social media responsibly, never bringing the school into disrepute.

3.6 Conflicts of Interest

As a governor you agree to:

- Declare all business or personal interests that may conflict with the role.
- Withdraw from discussions and decisions where a conflict of interest arises.
- Avoid using the role as a governor for personal gain or advancement.

3.7 Safeguarding and Wellbeing

As a governor you agree to:

- Place safeguarding and the welfare of pupils at the centre of all decisions.
- Know and understand the school's safeguarding policies and procedures, and ensure statutory responsibilities are met.
- Challenge and hold leaders to account for promoting a safe and supportive environment.

3.8 Relationships and Communication

As a governor you agree to:

- Build effective working relationships with school leaders based on mutual respect and trust.
- Respect the role of the Chair to act as the voice of the governing body.
- Raise concerns through agreed channels, never directly with staff or parents unless formally authorised.
- Represent the school positively in the community, speaking with one voice.

3.9 Attendance and Participation

As a governor you agree to:

- Attend at least the minimum number of meetings required by regulations and governing body policy.
- Contribute actively to committees, working groups, and governor visits.
- Recognise that persistent absence or failure to participate may lead to suspension or removal.

3.10 Training and Development

As a governor you agree to:

- Commit to undertaking The Governance Service induction pathway training within 6 months of starting as a governor.
- Undertake relevant courses, briefings, and updates to remain effective in the role.
- Share knowledge and skills with the governing body to strengthen collective expertise.
- Undertake regular safeguarding training in line with the requirements of Keeping Children Safe in Education (KCSiE).

3.11 Handling Concerns and Complaints

As a governor you agree to:

- Follow the school's complaints procedure, avoiding personal involvement unless formally part of the panel process.
- Never act alone or seek to resolve issues outside agreed procedures.

4. Breaches of the Code

Any concerns about a governor's conduct will be raised with the Chair (or Vice-Chair if appropriate). In serious cases, the governing body may suspend a governor for a period of up to six months in line with regulations. Consistent or serious breaches may lead to removal from office in line with the procedures set out in Regulation 25 of The School Governance (Constitution) (England) Regulations 2012.

5. Agreement

By signing this Code of Conduct, I confirm that I have read, understood, and agree to abide by the expectations set out above. I understand that failing to follow this Code may result in action being taken by the governing body.

Governing Body: _____

Signed: _____

Name: _____

Date: _____