



## St Gregory's Catholic High School

### ARCHDIOCESE OF LIVERPOOL MODEL CODE OF CONDUCT FOR GOVERNORS OF A GOVERNING BOARD

This Code of Conduct has been approved and adopted by the Governing Board for use for Governors:

on 06/12/2023

and will be reviewed on 06/12/2024

Signed by the Chair of the Governing Board:

A handwritten signature in blue ink, appearing to read "D. Harris".

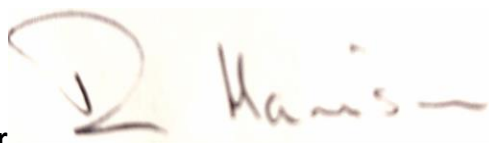
- This document should be available to view on your School's website.

- **Governors are required to sign an undertaking which can be found overleaf:**

**As a member of the Governing Board of the School I undertake that I:**

- Will preserve and develop the Catholic character of the School
- Will not act in any way that is detrimental and/or prejudicial to the interests of Catholic education in the Diocese and the School
- Have read, understood and will adhere to this Code of Conduct and to the declaration in Appendix I: Foundation Governor Declaration Form
- Will also adhere to Appendix II: The Nolan principles
- Have read and understood any diocesan criteria for appointment and, to the best of my knowledge can confirm I am eligible for appointment.
- Declare that I am not disqualified by law from appointment as a governor (Appendix III).
- Agree to Disclosure and Barring Service (DBS) checks, Section 128 checks and any other relevant checks being conducted that may be required by law or good practice.
- Understand that any refusal to agree to any required checks may result in the termination of any appointment.
- Consent to the information given by me being held and processed by the Governing Board and/or the Diocese including the sharing of data with third parties where required, in accordance with any Diocesan policy.

**Signed by the Governor**



**Dated:** 06/12/2023

**Printed Name:** R HARRISON

**Type of Governor:** FOUNDATION

- ❖ E signatures are acceptable
- ❖ Acceptance to the Code is required by signature annually from every governor (at the beginning of each academic year)
- ❖ Signed copies of this Code from each governor should be retained by the Clerk

## THE ROLE OF THE GOVERNING Board

The term '**Governing Board**' in this document includes the Governing Board of a Catholic voluntary aided school, federation or sixth-form college.

The term '**School**' in this document includes a Catholic voluntary aided school, federation or sixth-form college.

As a Governing Board, our overarching responsibility lies in ensuring that we comply with our legal and canonical duty to ensure that the Catholic character of the School is preserved and developed and that this duty permeates everything that we do.

We understand that Foundation Governors are required, as the cornerstone of their role, to ensure this objective is achieved. However, **all** governors have a duty to preserve and develop the Catholic character of the School in order to fulfil the objects set out in its governing documents.

## OUR CORE STRATEGIC FUNCTIONS:

Further, in accordance with our legal obligations, we endeavour to operate at a strategic level, leaving the School's senior leadership responsible and accountable for the operational day-to-day running of the School. It is by achieving these aims that we can be sure that our School has effective governance. Our core strategic functions, as a Governing Board, therefore, are in:

1. Ensuring clarity of Catholic mission, ethos and strategic direction;
2. Holding the appropriate senior leadership to account for the educational performance and Catholic character of the School and its pupils; and for the internal organisation, management and control of the School including performance management of staff;
3. Overseeing the financial performance of the School and making sure its money is well spent; and
4. Ensuring the voices of stakeholders are heard.

We understand that the Catholic Church expects Catholic schools to promote and uphold high standards, including academic standards as an integral part of its educational vision for the holistic formation of children and young people.

We understand that Canon 806§2 requires that Catholic schools are "...at least as academically distinguished as that in the other schools of the area" and that governors should be mindful of this requirement in all that they do.

We adhere to the Church's social teaching which is a rich treasury of wisdom about building a just society and living lives of holiness amidst the challenges of modern society. Several of the key themes that are at the heart of Catholic social tradition and which should permeate through our School are 1) life and dignity of the human person 2) call to family, community and participation 3) rights and responsibilities 4) option for the poor and vulnerable 5) the dignity of work and the rights of workers 6) solidarity and 7) care for God's creation<sup>1</sup>.

---

<sup>1</sup> <http://www.usccb.org/beliefs-and-teachings/what-we-believe/catholic-social-teaching/seven-themes-of-catholic-social-teaching.cfm>



## **AS GOVERNORS WE AGREE TO OUR COLLECTIVE RESPONSIBILITIES AS FOLLOWS:**

### **Role & Responsibilities**

- We will preserve and develop the Catholic character of the School and this responsibility will permeate throughout all of our actions within, and through all aspects of, the School and the local community;
- We will ensure that the School is conducted in accordance with its trust deed, which includes the provisions of:
  - **Canon law;**<sup>2</sup>
  - **The Religious Education Directory and Bishops' statements on religious education; and**
  - **Any Diocesan directives relating to schools.**
- We will conduct the School in accordance with its Instrument (and Articles) of Government and in particular its mission statement;
- We will support and implement the policies and procedures of the diocese, including the Diocesan Bishop's policies on education, including religious education, any Admissions Guidance issued by the diocese, and the expectations of the Diocesan Bishops issued collectively, specifically the Bishops' Memorandum on the Appointment of Teachers in Catholic Schools;
- We will respond to the needs of the Catholic community as a whole as represented by the Diocesan Bishop, complying in all respects with diocesan requirements;
- We will protect, promote and serve the Diocese in the ministry of our role as governors faithfully and in particular in compliance with Diocesan Protocols for a committed working relationship between the Diocese and the School
- We will consider not only the interests of the School, but the interests of other Catholic schools, colleges, academies and of Catholic education throughout the diocese;
- We will undertake to discharge our duties as governors with due care and diligence.
- We will consider carefully how our decisions may affect the community and other schools, colleges and academies.
- We will attend relevant training including diocesan training; governor induction and continuing professional development training, as required by the diocese
- We understand the purpose of the Governing Board and our role as governors and the role of senior leadership.
- **We accept that our role is strategic and so will focus on our core functions rather than involve ourselves in day-to-day management.**
- We accept that we have no legal authority to act individually, except when the Governing Board has given us delegated authority to do so, and therefore we will only speak on behalf of the Governing Board when we have been specifically authorised to do so.
- We accept collective responsibility for all decisions made by the Governing Board or its delegated agents. This means that we will not speak against majority decisions outside the Governing Board meetings.

---

<sup>2</sup> This means the Canon law of the Catholic Church from time to time in force, which includes the 1983 Code of Canon Law, and any Particular Law such as legislation of the Bishops' Conference, directives of the diocesan bishop and legislation of the school's religious order (if any).

- 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 encourage transparency and will act appropriately.
- In making or responding to criticism or complaints affecting the School we will follow the procedures established by the governing Board.
- We will actively support and challenge the senior leadership.
- We will adhere to the Nolan principles set out in Appendix II.
- We will strive to uphold the school's reputation in our private communications (including on social media).
- We will have regard to our responsibilities under The Equality Act and will work to advance equality of opportunity for all.

### **Commitment**

- We acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.
- We will each involve ourselves actively in the work of the Governing Board, and accept our fair share of responsibilities, including service on committees or working groups.
- We will make full efforts to attend all meetings and where we cannot attend explain in advance why we are unable to.
- We will arrive at meetings prepared, having read all papers in advance, ready to make a positive contribution and observe protocol.
- We will get to know the School well and positively respond to opportunities to involve ourselves in School activities.
- We will visit the School, with all visits to the School arranged in advance with the staff and undertaken within the framework established by the Governing Board
- We will evaluate our effectiveness as a governing Board by way of completing a skills audit and a self evaluation form on an annual basis
- We will consider seriously our individual and collective needs for continuous training and development as required by the diocesan education service, and commit to undertake any induction training, relevant training along with any mandatory training (such as safeguarding) as may be required by law.
- We accept that in the interests of transparency, our full names, date of appointment, terms of office, roles on the Governing Board, attendance records, relevant business and pecuniary interests, category of governor and the Board responsible for appointing us will be published on our School's website and anything else as required by law.

### **Relationships**

In all our relationships we shall exercise stewardship and draw on the teachings and example of Jesus Christ in that:

- All relationships will be built on the core values of the Gospel based on the Beatitudes summarised as: faithfulness and integrity; dignity and compassion; humility and gentleness; truth and justice; forgiveness and mercy; purity and holiness; tolerance and peace and service and sacrifice<sup>3</sup>

---

<sup>3</sup> *Christ at the Centre: a summary of why the Church provides Catholic schools* Rev Marcus Stock, 2005

- We will comply with Diocesan Protocols for a committed working relationship between the Diocese and the School.
- We will ensure that we continually communicate with and, where appropriate, seek support and guidance from our diocesan education service
- 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 in ensuring appropriate conduct both at meetings and at all times.
- We are prepared to answer queries from other governors in relation to delegated functions and take into account any concerns expressed, and we will acknowledge the time, effort and skills that have been committed to the delegated function by those involved.
- We will respect the remit of and seek to develop effective working relationships with the diocese, parish, the senior leadership, staff and parents, pupils, the local authority, other relevant agencies, and the local community.

### **Confidentiality**

- We will observe confidentiality in all circumstances in particular in relation to matters concerning specific members of staff or pupils, both inside and outside the School, unless there is a lawful requirement for disclosure.
- We will exercise the greatest prudence at all times when discussions regarding the business of the School arise outside a governing Board meeting.
- We will exercise care and skill when communicating through social media.
- We will not reveal the details of any Governing Board vote.

### **Conflicts of interest**

- We will always act in the best interests of the charitable objects set out in the governing documents of the School.
- We will record any pecuniary or other business interest (including those related to people we are connected with) that we have in connection with the Governing Board's business in the Register of Business Interests, and if any such conflicted matter arises in a meeting we will offer to leave the meeting for the appropriate length of time. We accept that the Register of Business Interests will be published on the School's website.
- We will also declare any conflict of loyalty at the start of any meeting should the situation arise.
- We accept that in the interests of open governance, our full names, date of appointment, terms of office, roles on the Governing Board, attendance records, category of governor and the Board responsible for appointing us will be published on the school website.
- We accept that information relating to board members will be collected and recorded on the Department for Education (DfE) national database (Get Information about Schools), some of which will be publicly available.
- We accept that when an appointment is being made of a senior leader in a school, that the staff governor will declare an interest and not take part in the process if they could potentially stand to benefit from the appointment.



## **BREACH OF THIS CODE**

- If we believe this code has been breached, we will promptly raise this issue with the chair, consult with the diocese, determine the investigatory process (if any); the Governing Board will only use suspension/removal (which is at the absolute discretion of the Ordinary as a last resort after seeking to resolve any difficulties or disputes in more constructive ways.
- Should it be the chair that we believe has breached this code, another governor, such as the vice chair will investigate.
- **We understand that potential or perceived breaches of this code will be taken seriously and that a breach could lead to formal sanctions.**

**We are also reminded of the declaration signed upon appointment of a Foundation Governor (the basic principles of which are agreed by all of the Governing Board) which you can find in this Code of Conduct at Appendix I for Foundation Governors in Schools**

# Appendix I

## Copy of

### Foundation Governor of a School

#### Declaration †:

\*I am a committed and practising Catholic in good standing with the Church

\*I am a Catholic priest/deacon in the Diocese of [Diocese] [or religious order]

(\*delete as applicable)

I wish to offer to serve the Diocese of [Diocese] [or religious order] in the ministry of foundation governor.

I have read and understood the criteria for appointment and, to the best of my knowledge am eligible for appointment.

In offering to serve as a foundation governor in the Diocese of [Diocese], [or religious order], I undertake that I will serve the Bishop of Diocese [or religious superior] faithfully in this ministry. If appointed, I declare that I will be able and willing to give priority to my duties as a governor and will undertake to discharge those duties with due care and diligence.

I undertake to the [Diocesan Bishop] [Religious Superior]:

- To preserve and develop the Catholic character of the school to which I am appointed;
- To ensure that the school is conducted in accordance with its trust deed which includes the provisions of:
  - **Canon law;**<sup>4</sup>
  - **The Religious Education Directory and Bishops' statements on religious education; and**
  - **Any Diocesan directives relating to schools.**
  
- To conduct the school in accordance with its Instrument (and Articles) of Government and in particular its ethos statement;
- To become familiar with, to support and implement the policies and procedures of the diocese [and the religious order], including the Diocesan Bishop's policies on education, including religious education, any Admissions Guidance issued by the diocese, and the expectations of the Diocesan Bishops issued collectively, specifically the Bishops' Memorandum on the Appointment of Teachers in Catholic Schools, and to represent those policies and expectations to the governing Board;
- To consider not only the interests of the school but also the interests of other Catholic schools, colleges, academies and Catholic education throughout the diocese;

---

<sup>4</sup> This means the Canon law of the Catholic Church from time to time in force, which includes the 1983 Code of Canon Law, and any Particular Law such as legislation of the Bishops' Conference, directives of the diocesan bishop and legislation of the school's religious order (if any).

- To respond to the needs of the Catholic community as a whole as represented by the Diocesan Bishop;
- To attend relevant training including diocesan training; governor induction and continuing professional development training, as required by the diocese
- In all actions, serving as a witness to the Catholic faith.

I declare that I am not disqualified by law from appointment as a governor. I confirm that I agree to a barred list check and a Section 128 check being made on me or any subsequent checks that may be required by law or good practice. I understand that any refusal to do so may result in the termination of any appointment.

I consent to the information given on this form and other information collected with it being held and processed by the Diocese, including the sharing of data with third parties where required, in accordance with diocesan policy.

I undertake that I shall tender my resignation as a governor if my circumstances change so as to contravene the diocesan expectations at any time during the tenure of office or if, in the opinion of the Ordinary, my resignation would be in the best interests of Catholic education.

I understand and accept that the appointment and removal of foundation governors is at the absolute discretion of the Ordinary and that, because of the nature of the decision-making process, the Ordinary will not normally be able to engage in any discussion or correspondence with me and/or any third party where my nomination does not result in my appointment.

**† This is a copy of the standard declaration that is required from you on appointment as is set out in the Nomination Form**

## Appendix II

### The Nolan Principles

(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 organisations that might seek to influence them in the performance of their official duties. **We will declare and resolve any interests and relationships.**
- **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 **impartially, fairly and** on merit, **using the best evidence and without discrimination or bias.**
- **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 **to ensure this.**
- **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 **and be willing to challenge whenever these principles are not upheld.**

## **Appendix III**

### **Qualifications and Disqualification**

#### **(Regulation 17 and Schedule 4 to the Regulations)**

Grounds for disqualification fall into three broad categories:

- general grounds;
- grounds that apply to particular categories of governor; and
- grounds that arise because of particular failings or actions on the part of the governor.

All the grounds for disqualification apply also to associate members except that associate members can be registered pupils at the school and can be under 18.

#### **General grounds**

Registered pupils cannot be governors.

A governor must be aged 18 or over at the time of election or appointment.

A person cannot hold more than one governor post at the same school at the same time.

#### **Grounds that apply to particular categories of governor**

A person is disqualified from being a parent governor if they are an elected member of the Local Authority or paid to work at the school for more than 500 hours (i.e. for more than one-third of the hours of a full-time equivalent) in any consecutive twelve month period at the time of election or appointment.

A person is disqualified from being a local Authority governor if they are eligible to be a staff governor at the school.

#### **Grounds that arise because of particular failings or actions on the part of the governor**

A person is disqualified from being a governor of a particular school if they have failed to attend the meetings of the governing Board of that school for a continuous period of six months, beginning with the date of the first meeting they failed to attend, without the consent of the governing Board. This does not apply to the headteacher or to foundation governors appointed by virtue of their office.

A foundation, local Authority, co-opted or partnership governor at the school who is disqualified for failing to attend meetings is only disqualified from being a governor of any category at the school during the twelve month period starting on the date on which they were disqualified.

A person is disqualified from holding or continuing to hold office as a governor of a school if, in summary, that person:

- is the subject of a bankruptcy restrictions order; an interim bankruptcy restrictions order; debt relief restrictions order; an interim debt relief restrictions order; or their estate has been sequestrated and the sequestration has not been discharged, annulled or reduced;
- is subject to a disqualification order or disqualification undertaking under the Company Directors Disqualification Act 1986; a disqualification order under the Companies (Northern Ireland) Order 2002; a disqualification undertaking accepted under the Company Directors Disqualification (Northern Ireland) Order 2002; or an order made under section 429(2)(b) of the Insolvency Act 1986 (failure to pay under county court administration order);
- has been removed from the office of trustee for a charity by an order made by the Charity Commission or Commissioners or High Court on grounds of any misconduct or mismanagement in the administration of the charity, or under section 34 of the Charities and Trustee Investment (Scotland) Act 2005 from being concerned in the management or control of any Board;
- has been removed from office as an elected governor within the last five years;
- is included in the list of people considered by the Secretary of State as unsuitable to work with children or young people;
- is barred from any regulated activity relating to children;
- is subject to a direction of the Secretary of State under section 142 of the Education Act 2002 or section 128 of the Education and Skills Act 2008;
- is disqualified from working with children or from registering for child-minding or providing day care;
- is disqualified from being an independent school proprietor, teacher or employee by the Secretary of State;
- subject to certain exceptions for overseas offences that do not correlate with a UK offence, has been sentenced to three months or more in prison (without the option of a fine) in the five years ending with the date preceding the date of appointment/election as a governor or since becoming a governor;
- subject to certain exceptions for overseas offences that do not correlate with a UK offence, has received a prison sentence of two and a half years or more in the 20 years ending with the date preceding the date of appointment/election as a governor;
- subject to certain exceptions for overseas offences that do not correlate with a UK offence, has at any time received a prison sentence of five years or more;
- has been convicted and fined for causing a nuisance or disturbance on school or educational premises during the five years ending with the date immediately preceding appointment/election or since appointment or election as a governor;
- refuses a request by the clerk to make an application to the Disclosure and Barring Service for a criminal records certificate.

Anyone proposed or serving as a governor who is disqualified for one of these reasons must notify the clerk to the governing Board.