



Code of Conduct for Local Advisors of St Crispin's School

This code sets out the expectations on and commitment required from Local Advisors in order for the Local Advisory Board to properly carry out its work within the school and the community.

The purpose of the Local Advisory Board

The Local Advisory Board (LAB) is the school's responsible body. It is responsible for the conduct of the school and for promoting high standards. The LAB aims to 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 Advisor Board:

- Sets the strategic direction of the school by:
 - Setting the values, aims and objectives for the school
 - Agreeing the policy framework for achieving those aims and objectives
 - Agreeing the school improvement strategy which includes approving the budget and agreeing the staffing structure
- Challenges and supports the school by monitoring, reviewing and evaluating:
 - The implementation of policies
 - Progress towards targets
 - The implementation and effectiveness of the school improvement strategy
 - The budget and the staffing structure
- Ensures accountability by:
 - signing off the school's own self-evaluation report
 - responding to Ofsted reports when necessary
 - holding the Headteacher to account for the performance of the school
 - ensuring parents and pupils are involved, consulted and informed as appropriate
 - making available information to the community
- Appoints and participates in the performance management of the Headteacher who will deliver the aims (through the day to day management of the school, implementation of the agreed policy framework and school improvement strategy, and delivery of the curriculum) and report appropriately to the LAB.

For LABs to carry out their role effectively, Advisor's must be:

- Prepared and equipped to take their responsibilities seriously;
- Acknowledged as the responsible body by the lead professionals;
- Seek supported when required from the Trustees; and

- Willing and able to monitor and review their own performance.

The role of an Advisor

The LAB is a corporate body, which means:

- No Advisor can act on her/his own without proper authority from the Full Advisory Board
- All Advisors carry equal responsibility for decisions made, and
- Although appointed through different routes (i.e. parents, staff or co-opted), the overriding concern of all Advisors has to be the welfare of the school as a whole.

General

- We understand the purpose of the LAB and the role of the Headteacher as set out above
- We are aware of and accept the Nolan seven principles of public life: see appendix
- We accept that we have no legal authority to act individually, except when the Trustees has given us delegated authority to do so, and therefore we will only speak on behalf of the LAB 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 accept collective responsibility for all decisions made by the LAB. This means that we will not speak against majority decisions outside the LAB meetings.
- We will consider carefully how our decisions may affect the community and other schools.
- We will always be mindful of our responsibility to 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 and policies established by the Trustees.

Commitment

- We acknowledge that accepting office as an Advisor involves the commitment of significant amounts of time and energy.
- We will each involve ourselves actively in the work of the LAB, and accept our fair share of responsibilities, including service on committees or working groups.
- We will make full efforts to attend all meetings and give notice if we are unable to.
- We will get to know the school well and respond to opportunities to involve ourselves in school activities.
- Our visits to school will be arranged in advance with the staff and undertaken within the framework established by the LAB and agreed with the Headteacher.
- We will consider seriously our individual and collective needs for training and development, and will undertake relevant training
- We are committed to actively supporting and challenging the Headteacher.

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 Advisors.
- We will support the Chair in their role of ensuring appropriate conduct both at meetings and at all times.
- We are prepared to answer queries from other Advisors 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 seek to develop effective working relationships with the Headteacher, staff and parents, our community and our MAT, The Circle Trust.

Confidentiality

- We will observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils, both inside or outside school
- We will exercise the greatest prudence at all times when discussions regarding school business arise outside a LAB meeting.
- We will not reveal the details of any Advisor's vote.

Conflicts of interest

- We will record any pecuniary or other business interest that we have in connection with the LAB's or The Circle Trust'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.

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; the LAB should only use suspension 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 Advisor, such as the Vice Chair will investigate;
- We understand that any allegation of a material breach of this code of practice by any Advisor shall be raised at a meeting of the LAB, and, if agreed to be substantiated by a majority of Advisors, shall be minuted and can lead to consideration of suspension from the LAB.

The Local Advisors of St Crispin's School adopted this code of practice on {date}. All
Governors will be asked to sign this document as part of their induction.

Undertaking:

As a member of the Local Advisory Board I will always have the well-being of the children and the reputation of the school at heart; I will do all I can to be an ambassador for the school, publicly supporting its aims, values and ethos; I will never say or do anything publicly that would embarrass the school, the Local Advisors, the Headteacher or staff.

Signed

Printed name

Date:

Appendix: 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 organisations 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.