



## The Vineyard School Governance Code of Conduct 2025-26

This policy will be reviewed annually by the Full Governing Board. Once this code has been adopted, all board members agree to faithfully abide by it.

We will abide by the Seven Nolan Principles of Public Life:

Nolan Principles of Public Life	
<b>Selflessness</b>	We will act solely in terms of the public interest.
<b>Integrity</b>	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.
<b>Objectivity</b>	We will act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias
<b>Accountability</b>	We are accountable to the public for our decisions and actions and will submit ourselves to the scrutiny necessary to ensure this.
<b>Openness</b>	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.
<b>Honesty</b>	We will be truthful.
<b>Leadership</b>	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.

We will apply the highest standards and will:

1. act within our powers
2. promote the success of The Vineyard
3. exercise independent judgement
4. exercise reasonable care, skill and diligence
5. avoid conflicts of interest
6. not accept benefits from third parties
7. declare interest in proposed transactions or arrangements

We will focus on our core purpose:

1. Strategic leadership: defining a vision, fostering a culture and championing the strategy
2. Accountability and assurance: providing robust and effective oversight of operations and performance
3. Engagement: strategic oversight of relationships with stakeholders

As individuals, we agree to:

#### Fulfil our role & responsibilities

1. We accept that our role is strategic and so will focus on our core purpose rather than involve ourselves in day-to-day management.
2. We will fulfil our role and responsibilities as set out in the scheme of delegation and committee Terms of Reference (TORs)
3. We will develop, share and live the ethos and values of the school.
4. We agree to adhere to the school's policies and procedures.
5. We shall fully cooperate with individual requests that are necessary to ensure organisational compliance, such as disclosure and barring or right to work checks.
6. We will work collectively for the benefit of the school.
7. We will be candid but constructive and respectful when holding senior leaders to account.
8. We will consider how our decisions may affect the school and local community.
9. We will stand by the decisions that we make as a collective.
10. 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.
11. We will only speak or act on behalf of the school if we have the authority to do so.
12. When making or responding to complaints, we will follow the school procedures.
13. We will strive to uphold The Vineyard'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 arrive at meetings prepared, having read all papers in advance, ready to make a positive contribution and observe protocol.
4. We will get to know The Vineyard well and welcome opportunities to be involved in school activities.
5. We will visit the school and when doing so will make arrangements with relevant staff in advance and observe school protocol.
6. When visiting a school in a personal capacity (for example, as a parent or carer), we will continue to honour the commitments made in this code.
7. We will participate in training, prioritise training in required areas (such as safeguarding) and commit to developing our individual and collective skills and knowledge on an ongoing basis.

#### Build and maintain relationships

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

### Maintain proceedings of the governing board

1. As a corporate body, we agree the principles and protocol of adapting to virtual meetings where 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.

### Respect confidentiality

1. We will observe complete confidentiality when matters are deemed confidential or where they concern individual staff, pupils or families.
2. We will not reveal the details of any governing board vote.
3. We will ensure all confidential papers are held and disposed of appropriately.
4. We will maintain confidentiality even after we leave office.

### 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 accept that in the interests of open governance, our full names, date of appointment, terms of office, roles on the board, attendance records, relevant business and pecuniary interests, category of governor and the body responsible for appointing us will be published on the school website.
7. 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.
8. We understand that potential or perceived breaches of this code will be taken seriously and that a breach could lead to formal sanctions.

---

By signing this code of conduct I declare I am not disqualified\* from holding a governorship position and I agree to abide by all the expectations outlined. I understand that any potential or perceived breach of this code will be taken seriously and that a breach could lead to formal sanctions.

I am aware of my responsibilities in Keeping Children Safe in Education September 2025.

**Signed** .....(Governor / associate member )

**Print name**.....

**Date** .....

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

**Reviewed: September 2025**