**Diocese of Swansea and Brecon**

**Code of Conduct and Expectations for Foundation Governors**

***Rationale:***

Foundation governors make a vital contribution to Church in Wales schools through their support and promotion of a distinctively Christian ethos based on biblical values and the development of spirituality. As integral members of the school community it is essential that, and with all other members of the school community, foundation governors model the attitudes and behaviour that are expected by the diocese and school. This guidance sets out what those expectations are and a code of conduct for their implementation.

***Expectations:***

In order to be effective and efficient, foundation governors should:

* attend all full governing body meetings and committee meetings for their designated committee. Should a governor miss more than three consecutive meetings, without sending prior apologies or because of extenuating circumstances, a letter will be sent informing that their term of office has ended
* arrive on time for all meetings and any apologies will be reported to the school in good time
* be fully prepare for all meetings having read any reports, minutes and other documentation provided
* not raise any issues which are personal at any meetings
* guide any parent issue to discuss with the school or headteacher
* be conscious of, and act within the limits of the responsibilities of the governing body and, when appropriate, seek advice and give due consideration to professional information, advice and guidance
* respect the responsibility of the headteacher for the day-to-day decisions arising from the management of the school and make clear distinctions between the responsibilities of the headteacher and those of the governing body
* respect the governing body’s right to deem all matters to be confidential, restricting discussion of such matters, whether inside or outside governing body meetings, solely to governor colleagues or where appropriate, officers of the Diocese or Local Authority
* be responsible for their own personal ongoing training and development

***Code of Conduct:***

The conduct of foundation governors is based on values underpinned by Bible teaching. They include:

* Generosity: Foundation governors should act solely in the interest of the Diocese and the school.
* Integrity: Foundation governors must avoid placing themselves under any obligation to people and organisations that might try inappropriately to influence their work. They should not act or make decisions in order to gain financial or other material benefits for themselves, their family or their friends. They must declare and resolve any interest and relationships.
* Equality: Foundation governors must act and take decisions impartially and fairly and on merit, using the best evidence and without discrimination or bias.
* Duty: foundation governors are accountable to the diocese for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.
* Honesty: Foundation governors should act and make decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.
* Truth: Foundation governors should be truthful.
* Responsibility: Foundation governors should model these values in their own behaviour. They should actively promote and robustly support these values and be willing to challenge poor governor behaviour wherever it occurs.

Breach of code:

If the code has been breached, the Diocese will investigate. The Diocese will only use suspension as a last resort after seeking to resolve any difficulties or disputes in more constructive ways.

Details of the process for removing foundation governors from their office are explained in the ***Foundation Governor Handbook 2019.***

***Signed:***

***Date:***