Proud to be part of
Manchester Hospital School

Governor Code of Conduct

As governors of Manchester Hospital School, we agree to abide by the Seven Nolan Principles of Public Life:

- **Selflessness:** We will act solely in terms of the public interest.
- **Integrity:** 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.
- **Objectivity:** We will act and take decisions impartially, fairly, and on merit, using the best evidence and without discrimination or bias.
- **Accountability:** We are accountable to the public for our decisions and actions and will submit ourselves to the scrutiny necessary to ensure this.
- **Openness:** 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 doing so.
- **Honesty:** We will be truthful.
- **Leadership:** 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.

Core Governance Functions

We will focus on our core governance functions:

1. Ensuring there is clarity of vision, ethos, and strategic direction.
2. Holding executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff.
3. Overseeing the financial performance of the organisation and making sure its money is well spent.
4. Ensuring the voices of stakeholders are heard.

Individual Responsibilities

As individual board members, we agree to:

Fulfil Our Role & Responsibilities

- We accept that our role is strategic and will focus on core functions rather than involve ourselves in day-to-day management.
- We will develop, share, and live the ethos and values of the school.
- We will adhere to school policies and procedures as set out by relevant governing documents and law.
- We will work collectively for the benefit of the school.
- We will be candid, constructive, and respectful when holding senior leaders to account.
- We will consider how our decisions may affect the school and local community.
- We will stand by the decisions that we make as a collective.
- 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.
- We will only speak or act on behalf of the board if we have explicit authority to do so.
- We will fulfil our responsibilities as a good employer, acting fairly and without prejudice.
- When making or responding to complaints, we will follow established procedures.
- We will uphold the school's reputation in all private communications, including on social media.
- We will not discriminate against anyone and will actively promote equality of opportunity, diversity, and inclusion for all.

Demonstrate Commitment to the Role

- We will involve ourselves actively in the work of the board and accept a fair share of responsibilities, including serving on committees or working groups.
- We will make every effort to attend all meetings, sending explanations in advance if unable to attend.
- We will arrive prepared, having read all papers in advance, ready to make a positive contribution.
- We will get to know the school well and respond to opportunities to involve ourselves in school activities.
- We will arrange visits with relevant staff in advance and observe school protocols.
- When visiting in a personal capacity (e.g., as a parent or carer), we will continue to honor this code.
- We will participate in induction training and continuously develop our skills and knowledge.

Build and Maintain Relationships

- We will develop effective working relationships with school leaders, staff, parents, and community stakeholders.
- We will express views openly, courteously, and respectfully in all communications.
- We will foster an inclusive environment where each board member's contribution is valued equally.

- We will support the chair in leading the board and maintaining appropriate conduct.

Respect Confidentiality, Data Security & Technology

- We will observe complete confidentiality inside and outside of school regarding sensitive matters, staff, pupils, or families.
- We will not reveal the details of any governing board vote.
- We will use official school communication channels/emails for board business and ensure all confidential papers and digital files are secured and disposed of appropriately.
- We will refrain from inputting confidential, personal, or pupil data into unapproved third-party software or public AI tools.
- We will maintain confidentiality even after leaving office.

Declare Conflicts of Interest and Maintain Transparency

- We will declare any business, personal, or loyalty interests in connection with board business, ensuring they are recorded in the register of business interests.
- If a conflict arises during a meeting, we will declare it and leave for the duration of the discussion and vote.
- We accept that the Register of Business Interests, attendance records, appointment details, and categories of governance will be published on the school website.
- We accept that required details will be recorded on the Department for Education's national database (Get Information About Schools).
- We will act in the best interests of the school as a whole rather than as a representative of any specific group.

We understand that potential or perceived breaches of this code will be taken seriously and may lead to formal sanctions.

Adopted by: Manchester Hospital School

Date: September 2026