

SHIMNA INTEGRATED COLLEGE

GOVERNANCE AND ETHICS POLICY

1. INTRODUCTION

Good effective governance of the college is essential if it is to run smoothly, implement its development plan, achieve continuous improvement and maximise the knowledge, skills, experience and expertise of all its staff. It is important that each member of the Board of Governors subscribes to this policy and contributes to its implementation to the best of their ability; it is also essential that each governor adheres to the highest possible ethical standards in all that they do on behalf of the board and the college.

2. CORPORATE GOVERNANCE

Governance is a useful term for distinguishing between the day-to-day management and the governing of the college ie ensuring that the college has, for example, an agreed development plan that is evaluated annually, has the personnel and other resources to help it achieve the highest possible standards of teaching and learning, adheres to the Circulars and other guidance provided by the Department of Education and other external support bodies, and has the best possible leadership both of, and within, the college. It is concerned with:

- decision-making;
- accountability;
- controls;
- behaviour; and
- managing risk.

3. CODE OF PRACTICE FOR THE BOARD OF GOVERNORS OF SHIMNA INTEGRATED COLLEGE

Governors have a key role to play in helping the college provide the best possible education for all its students. In particular, they have responsibility for determining the aims and values of the college, monitoring and keeping under review the broad policies, plans and procedures within which the college operates, ensuring local accountability and insisting that the interests of all the students are paramount in decision-making.

Governors appointed to the college will subscribe to the NICIE Code of Practice and will reaffirm, on an annual basis, their agreement to abide by it by signing the Code which is subsequently forwarded to NICIE.

4. GOVERNORS' CORPORATE ROLES AND RESPONSIBILITIES

The governors of Shimna Integrated College will:

- act corporately and accept corporate responsibility for their actions and decisions;
- act in the interests of the whole college community;
- enable the principal to undertake his role efficiently and effectively;
- collectively adhere to the NICIE Statement of Principles;
- individually and collectively, adhere to the Nolan Principles;
- familiarise themselves with the college Scheme of Management and collectively adhere to it;
- participate in governor training;

- collectively adopt Teachers' Salaries and Conditions of Service Committee and Joint Negotiating Committee documentation for all staff;
- accept the terms of the GMI Financial Management Memorandum and complete the Register of Pecuniary Interest on an annual basis;
- sign up as directors of the college's Limited Company and collectively adhere to the Memorandum and Articles of Association;
- where problems arise, seek information from NICIE, the DE, the SEELB, the LRA, the Equality Commission and any other help source of external support and guidance; and
- maintain confidentiality.

5. THE NOLAN PRINCIPLES

The governors of Shimna Integrated College are holders of public office and, in carrying out their roles and responsibilities associated with that office, are required to abide by the Nolan Principles of public life. They are as follows:

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership

These principles apply to all aspects of the work and activity of governors on behalf of the board and the college.

6. CONCLUSION

It is, therefore, essential that governors maintain the highest possible standards of ethical behaviour and that they deal with what is considered to be unethical behaviour by any governor promptly and decisively. To reiterate two important practical points in this document, all governors in Shimna College, on an annual basis, will:

- indicate their agreement to abide by the NICIE Code of Practice by adding their signature to a copy of the document; and
- complete the Register of Pecuniary Interest.

This policy has been agreed and approved by the Board of Governors.