

SACRE CODE OF CONDUCT FOR MEMBERS 2015 - 2016

The following Code of Conduct has been developed to guide Members in carrying out their duties on SACRE. If a Member fails to act within the parameters of this Code of Conduct, the appointment of the Member concerned will be reviewed by the Local Authority, and depending on the nature and severity of the conduct it may be terminated.

SACRE Members must comply with this Code of Conduct when carrying out their duties as a member of SACRE.

1. Act professionally and in good faith at all times.
2. Attend all SACRE meetings and take a full and active part in its work. Read through the paperwork in advance of the hearing and prepare appropriate questions.
3. Treat other Members with respect and empathy and appreciate that they may have a different perspective on the issues being considered.
4. Express your views and opinions openly and sensitively, recognising others may have views that are different from your own, and where there are differences of view you must disagree respectfully.
5. Ask relevant and appropriate questions, remaining sensitive to the situation at all times, and listen with respect to the views of other members.
6. Declare conflicts of interest. This includes any business, personal or other interest in connection with the work of SACRE or decisions being made by SACRE.
7. Members must not pass any confidential information on to anyone who is not entitled to know the confidential information gained, nor may you use it for personal gain or pass it on to others who might use it in this way.
8. If Members become aware of any activities which they reasonably believe are illegal, improper or in some way inconsistent with this Code of Conduct they should inform the Clerk to SACRE who will seek advice from BCC Legal Services.

9. Members must have due regard to the need to :-

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act
- advance equality of opportunity between persons who share a relevant protected characteristic *and who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

10. The position of Member is a public appointment and therefore the Seven Principles of Public Life (The Nolan Principles) will apply :-

- (1) 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.
- (2) 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.
- (3) Objectivity- In carrying out public business, holders of public office should make choices on merit.
- (4) 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.
- (5) 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.
- (6) 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.
- (7) Leadership- Holders of public office should promote and support these principles by leadership and example.

CONDUCT WHEN VISITING SCHOOLS

An important aspect of SACRE's work is its relationship with schools. Accordingly, Members will be asked to visit schools or may request a visit to a school.

In order to ensure the success of these visits Members should:

- Have a clear, mutually agreed understanding of the purpose of the visit with the school before the visit takes place
- Be willing to share your beliefs values and experiences whilst ensuring that pupils understand that you are representing a particular faith view and your particular interpretation of it, and that others from that faith may not always interpret ideas in exactly the same way
- Avoid being critical of others or imposing your own views
- Ensure you do not say or do anything that could be perceived as denigrating to others, or to other faiths
- Be familiar with the school's aims, ethos and policies in RE and Collective Worship
- In an RE lesson, know where the lesson fits into the unit of work from the Agreed Syllabus and what pupils' prior and future learning objectives are
- Communicate at an appropriate level for the age group concerned, recognising that content and language may at times be inappropriate and confusing

Members should be well-supported by the class teacher who should always be present and take an active role in question and answer sessions, and ensure that you are well-briefed.

Breach of this Code of Conduct

If following investigation it is deemed that this Code of Conduct has been breached by a Member, and the matter cannot be resolved in a constructive way, then SACRE, or Birmingham CC will consider their suspension or, in some circumstances, removal.

Declaration

I will adhere to the standards of conduct, behaviour and practice referred to in this document.

Signed.....

Print Name.....

Date.....

*The relevant protected characteristics are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.