



Careers England Governance Code

The Principles of Good Governance

This document sets out the governance principles which Careers England Directors are asked to commit to.

I, (Print Name)
 Position
 of (Organisation Name)

commit to the principles of **Careers England** Ltd as outlined below.

Principle 1: Leading our organisation	
We do this by:	
1.	Agreeing our vision, mission and values, making sure they remain relevant.
2.	Developing, resourcing, monitoring and evaluating the actions and practices of our organisation to make sure it achieves its stated purpose.
3.	Managing, supporting and holding to account, staff (contracted suppliers), volunteers and all who act for and on behalf of the organisation.

Principle 2: Exercising control over our organisation	
We do this by:	
1.	Identifying and complying with all relevant legal, regulatory and where applicable statutory requirements.
2.	Making sure there are appropriate robust internal financial and management controls in place.
3.	Identifying major risks for the organisation and deciding ways of managing the risks.

Principle 3: Being transparent and accountable

We do this by:

1.	Identifying those who have a legitimate interest in the work of our organisation (stakeholders) and making sure there is regular and effective communication with them.
2.	Responding to members and other stakeholders' questions or views about the work of our organisation and how we run it.
3.	Encouraging and enabling the engagement of those who benefit from our organisation in the planning and decision-making of the organisation.

Principle 4: Working effectively

We do this by:

1.	Making sure all of our representatives, Task Groups, staff (contracted suppliers) and volunteers understand their role, legal duties and delegated responsibility for decision-making.
2.	Making sure as a board we exercise our collective responsibility through board and Task Group meetings which are efficient and effective.
3.	Making sure there are suitable recruitment, development and succession planning processes in place.

Principle 5: Behaving with integrity

We do this by:

1.	Being honest, fair, objective and independent.
2.	Understanding, declaring and managing conflicts of interest and conflicts of loyalties.
3.	Protecting and promoting our organisation's reputation.

I confirm I am committed to the standards outlined in these principles.

Signed:

Date: