

Terms of Reference for the Governing Body of English Martyrs



Mission Statement

'Where everyone is special'

With Christ at the heart of our Catholic community, our mission is to:

- *nurture the potential in each individual*
- *celebrate achievement*
- *and develop an awareness of service to God and each other.*

Adopted: 10th July 2018

Reviewed: As require

Table of Contents

Circle Model – Whole Governing Board Approach (based on Warwickshire Model, combined with diocesan documents)

Outline

The Governing Board works as a 'whole team', meeting 6 times per year, twice in each term, without any separate committees. An annual planner and agenda for each meeting will include all the tasks which the Governing Board is required to consider, and the Governing Board will 'commission' assignments or activities arising from the business of the meeting, which will be recorded in the minutes.

Any 'commissioned' working groups will have Governing Board drafted agreed terms of reference.

In addition to 'commissioning' activities or actions on their behalf, the Governing Board in order to ensure its core functions are fulfilled will delegate monitoring responsibilities to 'monitoring pairs' or 'individuals'. These include the statutory required individual roles and those focused on the priorities of the School Development Plan.

In each case where a function has been delegated there is a statutory duty to report any action or decision to the Governing Board at the next meeting.

1. Terms of Reference - Governing Board
2. Terms of Reference - Clerk to the Governing Board
3. Terms of Reference - Head teacher / Executive Leader
4. Terms of Reference - Monitoring Pairs
5. Terms of Reference - Monitoring the School Budget
6. Terms of Reference - Panel Hearings
7. Terms of Reference – Head teacher Performance Management Panel
8. Terms of Reference – Pay Committee
9. Standing Order - Governing Board Meetings
10. Standing Order - Election of the Chair and Vice Chair
11. Standing Order - Appointment of Co-opted Governors
12. Standing Order – Appointment of Associate Members
13. Code of Conduct for Governors (separate document)

English Martyrs Catholic Primary School

Terms of Reference for the Governing Board

The purpose of governance is to provide confident, strategic leadership and to create robust accountability, oversight and assurance for educational and financial performance. All governors of Catholic maintained schools have legal rights and responsibilities which ensure that they safeguard and promote their school's denominational character. These rights and responsibilities have been recognised by Government as central to the continuing success of Catholic education. The Governing Board has resolved to conduct all its business as a full Governing board, and to work collectively without committees.

The Board has 3 strategic core functions:

- Ensuring clarity of vision, ethos and strategic direction;
- Holding Head teacher / Executive Leaders to account for the educational performance of the school / organisation and its pupils, and the performance management of staff;
- AnOverseeing the financial performance of the school / organisation and making sure its money is well spent.

Securing the Catholic ethos thus ensuring the school is seen to bear witness to the faith in all aspects of its work. In its strategic role the governing body is accountable to:

- The Trustees who own the school for the school's effectiveness as a Catholic school.
- The LA which maintains the provision for the school's effectiveness in providing a broad, balanced, relevant education that meets the needs of the children in the school.
- The Catholic community, and the wider community, who entrust their children to the school, for the outcomes achieved by their children in all aspects of their being.

The main responsibilities to be managed by the Governing Board are outlined below:

Items in bold cannot be delegated.

Operational

- **To draw up the Instrument of Government and any amendments thereafter**
- **To review the standing order for election of the Chair and Vice Chair including the length of the term of office.**
- **Elect (or remove) the Chair and Vice Chair.**
- **To appoint (or dismiss) the Clerk to the Governing Board.**
- **To hold at least 6 Governing Board meetings each year.**
- **To appoint and remove any associate members.**
- **To appoint the LA nominated governor (in maintained schools).**
- **To suspend or remove a governor (The diocese has the legal right to appoint and remove foundation governors. Governors should get advice from the BDES before embarking on any such action)**
- **To decide which functions of the Governing Board will be delegated in replacement of a committee and to whom.**
- **To appoint the statutory individual required roles of Safeguarding, SEND, Health and Safety and Finance based on skill set and expertise.**
- **To receive reports from any pair or individual to whom a delegation has been made and to consider whether any further action or decision by the Governing Board is necessary.**
- **To review the delegation arrangements annually.**
- **Appoint selection panel for Head teacher / Executive Leader (BDES**

	<p>need to be involved in this process.)</p> <ul style="list-style-type: none"> • To ratify or reject decisions of appointed selection panel. • To recruit new governors as vacancies arise ensuring the board has all the necessary skills to be effective (The diocese has the legal right to appoint and remove foundation governors. Governors should get advice from the BDES before embarking on any such action) • To ensure upon appointment that the Headteacher and the second most senior person in the leadership team to be practicing Catholics. • To set up and publish a register of Governors' Business Interests. • To ensure that statutory requirements for information published on the school website, including details of governance arrangements, are met and updated as necessary. • To ensure the information required for the National Database (GIAS) is collected, uploaded and amended as necessary (for academies within 14 days of any change) and accurate with the details published on the school website. • To approve and set up a Governors' Allowances Scheme. • To regulate the Governing Board procedures where not set out in law, and record these as Standing Orders. • To delegate to the Head-teacher the functions as described in the Delegation of Functions to Head teacher Standing Order (attached). • To assign individuals or pairs of governors to monitor the priorities of the School Improvement Plan, in replacement of committees, in accordance with the attached terms of reference. • To arrange a suitable induction process and mentoring for newly appointed or elected governors (<i>may have accompanying Standing Order</i>).New Governors to complete the individual Governor's skills audit on the diocesan website. • To audit individual and collective development needs and promote appropriate training in line with CSE guidance • To consider the DfE recommended appointment of a training and development governor to audit individual and collective development needs and from evaluation, promote training. • To regularly audit and evaluate the impact of governance to inform the structure of the Governing Board. • To ensure the Head teacher provides such reports as requested by the Governing Board to enable it to undertake its role.
<p>General</p>	<ul style="list-style-type: none"> • Regularly review the vision and values of the school and ensure that these are shared with all stakeholders. • To take an active role in School Self Evaluation identifying success and areas requiring improvement. • To approve, update and review regularly the School Improvement Plan agreeing a monitoring schedule for the Governing Board. • To determine whether to publish a home-school agreement (no longer a statutory requirement). • To review regularly how the school is regarded by pupils and parents. • To ensure the school has in place all statutory policies and to keep these under regular review, consulting with representative stakeholders as appropriate.

	<ul style="list-style-type: none"> • To approve statutory policies, ensuring compliance, on review. • To approve all school trips involving an overnight stay away from home. • To ensure the school has a Complaints Procedure for Parents and that parents know how to raise concerns and make a complaint. • To have regard to the Professional advice given by the Clerk. • To ensure that the Governing Board complies with all other legal duties placed upon them as shown and updated within the Governance Handbook.
Inclusion and Equality	<ul style="list-style-type: none"> • To establish and approve a special educational needs (SEN) Policy. • To publish and update at least annually a SEN Information report (meeting requirements set out in the Special Educational Needs and Disability Regulations 2014). • To comply with statutory duties from the SEND Code of Practice and KCSIE in respect of pupils with special needs by appointing a SEND Governor. • To ensure that the school does not discriminate against pupils, job applicants, or staff on the basis of race, religion, gender, age, disability of sexual orientation. <i>As a Catholic voluntary aided school the two most senior posts in the school (usually the Head or Deputy Head) must be a practicing Catholic. Appointment of RE leads must also be a practicing Catholic. The employment of practising Catholics for other teaching posts within the school is a, "high priority".</i>
Safeguarding	<ul style="list-style-type: none"> • To ensure statutory compliance with Keeping Children Safe in Education and its associated policies including adopting and reviewing annually the Warwickshire child protection / safeguarding policy and relevant procedures. • To comply with statutory duties from KCSIE by appointing Safeguarding and Health and Safety Governors. • To have due regard to the need to prevent people from being drawn into terrorism and to oversee the incorporation of the necessary procedures and practices outlined in the Prevent Duty into the Child Protection Policy. • To complete an annual Safeguarding Review and return to the LA.
Curriculum	<ul style="list-style-type: none"> • Ensure the National Curriculum is taught to all pupils. • To ensure the curriculum is broad and balanced. • To monitor the curriculum policy if there is one in place. • To establish a charging and remissions policy for activities. • To ensure the British Values are embedded within the curriculum, preparing pupils for life in modern Britain. • To teach and assess RE in line with the Curriculum Directory and the bishop's policy. • To deliver Sex and Relationships Education Programme in line with diocesan and CSE guidelines. • Curriculum of school, including all the subjects of the National Curriculum, is taught in the light of the Gospel values and actively promotes the spiritual and moral development of the pupils.
Budget	<ul style="list-style-type: none"> • To approve the first formal budget plan each year. • To engage in strategic decision making. • To agree a 3 year budget.

	<ul style="list-style-type: none"> • To analyse and recommend the annual budget. • To annually review and approve the Finance Policy and recommend levels of delegation. • To annually review and approve the Charging and Remissions policy. • To enter into contracts following agreed financial limits. • To make decisions in respect of service agreements following agreed delegation of financial limits and insurance. • To ensure the school complies to the SFVS guidelines. • To agree annual action plans and monitor how school premiums are spent (i.e. PE and Sports Premium, , and the Pupil Premium). • To appoint a Finance Governor or Monitoring Pair. • To ensure financial succession planning within the board. • To review and take account of any consultations to change the LA Finance Scheme.
<p>Staffing</p>	<ul style="list-style-type: none"> • To make Head-teacher and Deputy Headteacher appointments (<i>ratify or reject</i>) following recommendations from the board approved selection panel in line with diocesan requirements. • To agree staffing policies which provide for governor involvement in the interests of preserving the school's religious character. • The CES model workplace policies provide that where disciplinary allegations concern misconduct which could bring the Catholic character of the school into disrepute, then the school must notify the diocese. • To use the CES model documents in school. • To ensure the provisions of the contractual documents are fulfilled and take steps in relation to any breaches of contract,take advice from the diocese. • To annually determine the staff complement. • To annually agree a pay policy and pay discretions following the STCPD. • To annually review the impact of and implementation of the Pay and Reward Policy. • To establish and review procedures for addressing staff discipline, conduct and grievance. • To establish a governor panel to hear staff appeals against dismissal, redundancy or grievances. • To dismiss the Head teacher. • To end the suspension of staff or Head teacher. • To determine dismissal payments / early retirement.
<p>Appraisal and Performance Management</p>	<ul style="list-style-type: none"> • To establish and review and approve annually the Appraisal Policy. • To determine the timing of the Head teacher appraisal review cycle • To appoint the Head teacher Performance Management Panel consisting of 2 or 3 skilled or trained governors. • To appoint an external adviser. • To take into account the Head teacher Standards for Excellence. • To agree total pay award following recommendations from Pay Committee. • To agree any pay award for the Head teacher / Executive Leader following recommendation form the Head teacher performance management panel.
<p>Discipline / Exclusions</p>	<ul style="list-style-type: none"> • To establish a statement of behaviour principles on which the school can produce a behaviour policy. • To review the use of exclusion and decide whether or not to confirm all

	<p>permanent exclusions and fixed term exclusions where a pupil is either excluded for more than 15 days in total in a term, or would lose the opportunity to sit a public exam. (This may be delegated to the Chair / Vice Chair in cases of urgency – see Exclusions from Maintained Schools, Academies and Pupil Referral Units in England Guidance (updated September 2017 pages 18 pt 57).</p> <ul style="list-style-type: none"> To direct the reinstatement of excluded pupils.
Premises & Insurance	<ul style="list-style-type: none"> To develop a school buildings strategy or master plan and contribute to LA Asset Management Planning arrangements. To procure and maintain buildings, including a properly funded maintenance plan. To seek advice from the LA, diocese or trustees, where appropriate to ensure adequate levels of buildings insurance and personal liability. To receive an annual site report. To bid for LCVAP projects for building projects.
Health & Safety	<ul style="list-style-type: none"> To institute a Health & Safety policy (In Warwickshire the LA have delegated this to the HT of Community and VC schools and provided a general policy for schools to adapt) To ensure that Health & Safety regulations are followed and appropriately prioritised. To receive (3 x per year) an annual Health & Safety Inspection Report and agree any actions. To appoint a Health and Safety Governor.
Admissions	<ul style="list-style-type: none"> To follow The School Admissions Code statutory guidance when carrying our duties relating to school admissions. The governors are the admission authority for the school. To consult annually before setting an Admissions policy, notify the LA and diocese and publish the arrangements on the School website in accordance with the paragraph 1.47 of the School Admissions Code. (VA, Foundation schools and Academies).* Set a clear published admission number (PAN), which states the number of applicants they will admit where enough applications are received. Admissions Appeals: To set up independent panels in line with the School Admissions Appeals Code. (VA, Foundation, Academies and Special Schools). <p style="text-align: right;">* include as appropriate</p>
Collective Worship	<ul style="list-style-type: none"> To ensure that the school provides teaching of religious education for all pupils in accordance with the agreed syllabus. To arrange collective worship in accordance with the trust deed of religious designation of the school after consulting with the Head teacher / Executive Leader, following diocesan advice
School Organisation	<ul style="list-style-type: none"> To set the time of the school sessions and the dates of school terms and holidays To publish proposals to change category of school. To propose to alter or discontinue voluntary or academy status
Information for Parents	<ul style="list-style-type: none"> To ensure that the school keeps parents and prospective parents informed by publishing a school prospectus or by publishing information on the school website. To adopt and review home school agreements.
Collaborations	<ul style="list-style-type: none"> To consider forming or joining a group of schools. At times to work together with other Catholic schools to preserve and

	develop the character of Catholic schools in the wider community.
Academies	<ul style="list-style-type: none"> The Trustees of the Archdiocese have requested that all schools under the Dicoesan Trust Deed work towards becoming, 'academy ready'. This means that the Archdiocese sees the long term future of its schools as forming and being part of a multi-academy company with other catholic schools in their local area.
Extended Services	<ul style="list-style-type: none"> To decide to offer additional activities and agree what form these should take. To cease providing extended services provision.
Membership of the Governing Board <i>(see contact list attached)</i>	
Agreed by the Governing Board (Date)	<input type="text"/>
Review Date	<input type="text"/>
Quorum: one half of the number of governors in post (rounded up)	<input type="text"/>
	Appointment Date
Chair of Governors	<input type="text"/>
Vice Chair	<input type="text"/>
Clerk	<input type="text"/>
Safeguarding Governor	<input type="text"/>
SEND Governor	<input type="text"/>
Health & Safety Governor	<input type="text"/>
Finance Governor (or Pair)	<input type="text"/>
Training and Development Governor	<input type="text"/>

Terms of Reference for the Clerk to the Governing Board

The Clerk is expected to work within the following terms of reference:

If the Governing Board uses the services of the Warwickshire Clerking Service, the following principles and tasks are included as part of the Service Level Agreement.

- The Clerk is accountable to the Governing Board.
- He / she is employed by the Governing Board and line managed by the Chair of Governors, whose responsibility it is to provide induction and conduct an annual appraisal.
- The Clerk will be provided with a contract of employment based on one of the 2 model job descriptions for a Clerk e.g. a clerk for a Maintained school or a clerk for an Academy Trust Board as recommended by Warwickshire HR Department.
- Governors, Associate Members and the Head teacher cannot be appointed as Clerk to the Governing Board.

The main responsibilities of the Clerk are:

- To work effectively with the Chair of governors, the other governors and the Head teacher to support the Governing Board.
- To keep up to date and advise the Governing Board on constitutional and procedural matters, powers and duties as outlines within legislation, statutory guidance and the Governance Handbook.
- To convene meetings of the Governing Board ensuring they are quorate.
- To produce agendas for the meetings working with the Chair of Governors.
- To ensure the Chair receives the draft minutes for approval within one school week.
- To ensure the chair draft approved minutes are circulated within two school weeks to all governors.
- To create an action list after each meeting and monitor progress to ensure that actions agreed are carried out before the next meeting.
- To maintain a register of Business Interests and ensure it is published on the website.
- To maintain the website published requirements for Governing Boards by ensuring the information is kept up to date.
- To ensure the requirements for governors to publish information online is adhered to.
- To collect the required details for the Governor National Database (GIAS) and ensure the relevant staff member for uploading to the database is informed of any changes.
- To maintain a register of members of the Governing Board and report vacancies to the Governing Board.
- To maintain a register of attendance and report non-attendance to the Governing Board.
- To keep Warwickshire Governor Services and the diocese up to date with details of the members of the Governing Board.
- To maintain a register of attendance to be published on the school website and report non-attendance to the Governing Board.
- To give and receive notices in accordance with relevant regulations.
- To perform such other functions as may be determined by the Governing Board from time to time.
- To undertake appropriate professional development.
- If the Clerk does not attend a meeting, the governors present at the meeting may appoint a member of the Governing Board (but not the Head teacher) to act as Clerk for that meeting.

Agreed by the Governing Board on

Review Date

Clerk's Induction Programme

The key elements of the induction programme include:

- Helping the clerk to locate essential documentation and information.
- Discussing access to a computer (this may include discussion of use of home computer and consumables).
- Discussing use of school reprographics equipment or alternative means of copying documents for governors.
- Clarifying the use of email for communication with governors, including the GovernorHub system.
- Clarifying pay and conditions of service.
- Agreeing the form of appraisal for the Clerk.
- Agreeing release and payment of time for the Clerk's professional development, including the National Clerks' Development programme. This includes attendance at Clerk's briefings, induction training and the annual Clerks' Conference.
- Ensuring access to the relevant governance legislation, Clerk to Governance Competency Frameworks and Governance Handbook.

English Martyrs Catholic Primary School

Delegation of Functions to Head teacher / Executive Leader

The delegation to the Head teacher / Executive Leader ensures a clear separation between strategic non-executive oversight and operational executive leadership. The Head teacher / Executive Leader is expected to work within the following terms of reference, and to provide the Governing Board with such reports in connection with his or her functions as the Governing Board requires

Budget	<ul style="list-style-type: none"> • To make miscellaneous financial decisions up to an agreed limit of £1,0 as set out in the schools finance policy. • To enter into contracts up to the limit of £2,000 • To monitor monthly expenditure. • To make payments.
Staffing	<ul style="list-style-type: none"> • To appoint teachers and non-teaching staff. • To establish disciplinary, capability and grievance procedures. • To suspend staff. • To initially dismiss staff. • To produce and maintain a central record of recruitment and vetting checks.
Curriculum	<ul style="list-style-type: none"> • To ensure the National Curriculum is taught to all pupils and consider disapplication for pupils as appropriate. • To ensure the curriculum is taught in the light of the Gospel values and actively promotes the spiritual and moral development of the pupils. • To establish and implement a Curriculum policy. • To decide which subject options should be taught. • To be responsible for standards of teaching. • To be responsible for each individual child's education. • To agree the content of any Sex and Relationship Education and to keep up to date a written policy for its delivery. • To ensure the balanced treatment of political issues and to prohibit political indoctrination. • To promote British Values. • To promote and embed the values and virtues in the Catholic Schools Profile • To provide clear guidance, informed by statutory guidance, on which a strategy for careers advice and guidance can be based (statutory for Secondary schools).
Appraisal and Performance Management	<ul style="list-style-type: none"> • To formulate and implement an Appraisal policy. • To make pay decisions in line with the Pay policy and legal requirements. • To carry out appraisal of other teachers (or delegate to line managers in the school).
Standard Setting	<ul style="list-style-type: none"> • To set standards and predictions for pupil achievement and progress.

Religious Education	<ul style="list-style-type: none"> To provide Religious Education in line with school's basic curriculum. In schools with a religious character, to provide Religious Education to the agreed syllabus and the curriculum directory of the bishop's policy.
Collective Worship	<ul style="list-style-type: none"> For maintained schools – to ensure, after consultation with the Governing Board, that all pupils take part in a daily act of collective worship. To provide collective worship of a Catholic character.
Health & Safety	<ul style="list-style-type: none"> To ensure that Health & Safety regulations are followed.
Discipline / Exclusions	<ul style="list-style-type: none"> To draft the content of the School Behaviour Policy and publicise it to staff, pupils and parents.
Inclusion and Equality	<ul style="list-style-type: none"> To designate a qualified teacher to be responsible for co-ordinating SEN provision (the SEN co-ordinator or SENDCO).
School Organisation	<ul style="list-style-type: none"> To ensure that the school meets for 380 sessions in a school year. Where determined by the Governing Board, to ensure that school lunch nutritional standards are met. To draft and implement a data protection policy which complies with GDPR and review it at least every 2 years and register with the Information Commissioner's Office. Maintain a register of pupil attendance. To publish on the website the structure of the Governing Board, including governor appointment details, terms of office and attendance record. To submit governor information to the DfE database of governors (GIAS).
Information for Parents	<ul style="list-style-type: none"> To ensure that the school keeps parents and prospective parents informed by preparing and publishing a school prospectus on their website. To ensure that free school meals are provided to those pupils meeting the criteria. To ensure that parents are aware of their rights to withdraw their child from collective worship, RE and Sex and Relationship education. To ensure that a report on each child's educational achievement is forwarded to parents /guardians.
Extended Schools	<ul style="list-style-type: none"> To put into place the additional services provided. To ensure delivery of services provided.
Agreed by the Governing Board on	
Review Date	

Terms of Reference for Individuals or Monitoring Pairs

Any individual to whom a governor monitoring responsibility has been delegated is expected to work within the following terms of reference in conjunction with the protocols and procedures set out in the Circle Monitoring Visits Policy.

To monitor an identified area on the School Plan or a statutory function of the Governing Board and report to the Governing Board, ensuring the challenge and support of the committee the monitoring is replacing is captured. It is expected that a minimum of 3 monitoring visits will be made to the school during the year, unless school circumstances necessitate more. A visit does not necessarily have to take place during the time when students / pupils are in school, and could be just as effective as a meeting between governor(s) and the lead professional at the end of the day as mutually agreed.

- To meet with the lead professional within the school to gain an understanding of the scope of the area / target and the activities the school is conducting to achieve success.
- To ensure holding to account by the questions which would have been asked as part of a committee meetings are undertaken within the visit with the answers documented.
- To undertake any necessary training (in or out of school) to enable effective monitoring of the areas / subject.
- To monitor the progress of school activities towards the priority milestone or duty.
- To evaluate the extent of success at the end of the set timescale.

All visits to the school will be arranged with reference to the Head teacher / Executive Leader and in accordance with the Circle Model Governor Visits policy.

Reports will be submitted for approval by the Head teacher and the Chair within the school within 1 week of the visit, and then be lodged with the Clerk of governors for distribution as soon as possible, at least 7 days before the next Governing Board meeting.

The following designated statutory governor roles need to be appointed by the Governing Board:

- Safeguarding
- SEND
- Health & Safety
- Finance

And to focus on the development needs of the Governing Board:

- Training and Development

Before undertaking any monitoring, governors will read the Monitoring Policy, Governing Board Code of Conduct and the School Staff Code of Conduct.

Having designated / delegated governors does not reduce the collective accountability of the board for all its functions. The board will need to ensure that its agenda and reporting mechanisms enable ALL board members to have strategic overview and responsibility to enable effective decision making.

School Plan Priorities

1.	[Governor name] [Governor name]
2.	[Governor name]

	[Governor name]
3.	[Governor name] [Governor name]
4.	[Governor name] [Governor name]
5.	[Governor name] [Governor name]
6. Finance Governor	[Governor name] see separate terms of reference [Governor name]
SEND Governor	[Governor name]
Safeguarding (including Child Protection) Governor	[Governor name]
Health & Safety Governor	[Governor name]
Training & Development Governor	[Governor name]
Agreed by the Governing Board on	<input type="text"/>
Review Date	<input type="text"/>

English Martyrs Catholic Primary School			
Monitoring Visit Policy for Circle Model			
See separate document available on WES / GovernorHub			
I agree to follow the agreed principles and procedures of this policy adopted by the Governing Board on (date):			
Name of Governor	<input type="text"/>	<input type="text"/>	<input type="text"/>
Signature	<input type="text"/>	<input type="text"/>	<input type="text"/>
Date	<input type="text"/>	<input type="text"/>	<input type="text"/>

English Martyrs Catholic Primary School

Terms of Reference for the Monitoring of the School Budget

A pair of governors or an individual will be assigned to strategically monitor the financial management of the school on behalf of the Governing Board.

Three monitoring visits should be made each year, ensuring all financial questions and answers are captured within the subsequent report to enable collective decision making. The visits and reports should include monitoring of the following:

- To maintain an up-to-date 'balanced' three year budget plan, which shows clear links to the 'School Improvement' and 'Staffing' plans.
- To report monitoring and rollover to the full Governing Board, highlighting any significant variances.
- To evaluate any virement recommendations and report to the Governing Board.
- Analyse and report on Tenders for Contract Services in accordance with board delegated limits.
- To keep in-school financial procedures under review.
- To benchmark school financial performance against similar schools and report to the governing Board.
- To evaluate proposed expenditure following recommendations as set out within the delegated limits following recommendations from the Head teacher / Executive Leader and present to the Governing Board.
- To draft the **Schools Financial Value Standard** following discussions with the SBM, using the support tools, for Governing Board approval before 31st March.
- To ensure that the school is working within the guidance of the **SFVS** recommendations.
- To ensure that all spending provides 'Value for money' in terms of raising standards in education and is wisely spent.
- To monitor benchmarking both locally and nationally and report to the Governing Board.
- To monitor and evaluate the management of the Voluntary Fund and to receive the audited accounts.
- To monitor the spend of extra funding such as pupil premium, sports premium, , ensuring its use has impact.
- Review Finance Policy; Lettings Policy, Whistle blowing Policy, Governor Allowance Policy making recommendations to the board.
- Ensure annual Governor financial skills audit is undertaken and evaluated.
- Review the business continuity plan making recommendations to the Governing Board.
- Review compliance audit reports, ensuring the board follows recommendations and actions.
- To make regular reports to the Governing Board and ensure that key financial decisions are recorded correctly in the minutes.

Any additional items which individual Governing boards may wish to include

Names of Monitoring Pair or Individual

[Governor name]

[Governor name]

Agreed by the Governing Board on

Review Date

English Martyrs Catholic Primary School

Terms of Reference for Panel Hearings

- To make any decisions under the Governing Board’s personnel procedures e.g. disciplinary, grievance, capability, where the Head teacher / Executive Leader is the subject of the action.
- To make any decisions under the Governing Board’s personnel procedures e.g. disciplinary, grievance, capability, unless delegated to the Head teacher / Executive Leader.
- To make any determination or decision under the Governing Board’s Complaints Procedure for Parents.
- To consider any appeals against a decision to dismiss a member of staff or to a decision short of dismissal e.g. disciplinary, grievance or capability.
- To make any determinations on behalf of the Governing Board in relation to staff redundancy and redundancy appeals.
- To consider any representations by parents in the case of an exclusion (parents / guardians do not have to be invited).
- To consider the appropriateness of any permanent exclusion or fixed term exclusion which totals 15 days or more in one term or where a pupil is denied the chance to take a public examination (parents / guardians must be invited).
- All panels are to be convened by the Clerk to the Governing Board.

NB: Any governor who has participated on a panel for a staffing decision, cannot sit on the appeal panel

Membership (not less than 3)

Any three governors from a pool of governors [comprised of the whole Governing Board], who are:

1. Suitably qualified to undertake the role, and
2. Available on the date specified

The Head teacher is disqualified from serving in this role.

Any governor having a connection with either a pupil, a member of staff or the incident in question which could affect their ability to act impartially should not serve on the panel.

Agreed by the Governing Board on

Review Date

English Martyrs Catholic Primary School

Terms of Reference of the Head teacher Performance Management Panel

- To meet annually with an independent advisor to discuss and determine the Head teacher appraisal objectives for the coming year (The Planning Meeting).
- To review, with the support of the independent advisor, the performance of the Head teacher against the agreed appraisal objectives and determine the recommendation on pay progression (The Review Meeting).
- To prepare and agree the Head teacher appraisal review statement, and report to the Governing Board.
- To monitor through the year, including a mid – year review meeting, the performance of the Head teacher against the agreed objectives and to ensure that appropriate support and development opportunities are provided.
- To make recommendations to the Finance pair/team/etc. in respect of pay progression.

Membership (2 or 3 governors)

In voluntary Aided / Controlled Schools at least one member must be a Foundation governor. In Aided Schools, if the membership is three, at least 2 must be Foundation governors.

Neither the Head teacher nor staff governors may serve on this group.

[Governor name]

[Governor name]

[Governor name]

Agreed by the Governing Board on

Review Date

Terms of Reference for the Pay Committee

The Governing Board will delegate all pay decisions with the exception of decisions relating to the pay of the Leadership Team to the Head teacher. All decisions relating to the pay for members of the Leadership Team, including the Head teacher will be taken by a Committee of the Governing Board.

Terms:

- To ensure the achievement of all the pay policy objectives and principles in a fair, reasonable and equitable manner.
- To undertake an annual pay review for all staff and reach decisions through the application of any relevant criteria measured by the School's performance appraisal process.
- To consider fully all recommendations for pay progression and any other relevant information made available.
- To ensure all members of staff are informed individually of the outcome of the annual pay review in writing within ten working days of the decision being made.
- To observe all statutory and contractual obligations.
- To recommend to the Governing Board changes to the policy and to consult with staff and recognized unions on those proposed changes.
- To seek advice for the LA where appropriate.
- To maintain an accurate written record of all meetings and, having due regard to confidentiality, to report its decisions to the Governing Board.
- To recommend to the Governing Board the annual budget for pay and to ensure that sources of external funding for pay are accessed to maximum effect.

All decisions made by the Pay Committee will take due account of the appraisal statement and all relevant information available from an appraisal or other review of an employee's skills, abilities, performance and any other factors deemed to be relevant, This will include any recommendation made by an employee's appraiser.

All decisions regarding pay progression for teachers, including the Leadership Team should be made without undue delay. These should be completed prior to or on 31st October for teaching staff.

Membership (3 governors)

Membership of the Pay Committee will not be open to anyone who could benefit financially, directly, or indirectly from such membership or any of the decisions of the committee. In Voluntary Aided / Controlled Schools at least one member must be a Foundation Governor. In Aided Schools, if the membership is three, at least 2 must be Foundation Governors.

Neither the Head teacher nor Staff Governors may serve on this group. Schools / Academies will need to consider carefully the membership of the committee and appeals committee to ensure the right composition. In particular they should avoid both the Chair and Vice Chair of Governors being members of the Pay Committee as this will inhibit one of these key, senior roles being available for any pay appeals that may arise.

[Governor name]

[Governor name]

[Governor name]

Agreed by the Governing Board on

Review Date

Standing Order for Meetings of the Governing Board

Governors are expected to:

- Arrive in good time for the start of any meeting, having read all the paperwork sent to them in connection with the agenda, and prepared with questions to ask or comments to make.
- Bring a copy of the School Plan and be familiar with its milestones and priorities.
- Limit discussion to policies and actions and not people, ensuring challenge, support and celebration is captured within the minutes.
- Participate in discussion and listen to the views and comments of others.
- Work collectively as a team acting with integrity, objectivity and honesty and in the best interests of the school.
- Be brief and adhere to any time limits placed against agenda items.
- Follow up on action points between meetings.

The following people have the right to attend all meetings of the Governing Board

- Head teacher
- Clerk
- Any governor
- Associate members (unless the Governing Board requires them to leave for items relating to individual members of staff or pupils).

The following persons will be invited to attend regular meetings of the Governing Board **select as appropriate** Deputy Head teacher, members of the Senior Leadership Team, Subject Leaders, School Business Manager, etc.

Full Governing Board meetings will be held at the school **6 times each year**, in terms [1, 2, 3, 4, 5 and 6]. The clerk will prepare a suggested calendar of meeting dates for the following year for approval at the meeting held in term 6 of each year, following evaluation of impact of the structure.

The Clerk to the Governing Board will prepare a draft agenda, which will be finalised and approved by the Chair. Governors wishing to place items on the agenda should give notice to the Clerk, and provide a copy of any supporting papers.

Items of 'Any Other Business' will be taken at the beginning of the meeting and either added to the agenda, delegated to a pair, or placed on the agenda of the next meeting.

Voting, where necessary, will normally be taken by a show of hands; however, the Chair may determine a secret ballot where this has been requested by two or more governors. Where there is an equal division of votes the Chair will have a second or casting vote.

All meetings will be convened by the Clerk. Any 3 members of the Governing Board may request a meeting by giving written notice to the Clerk, which includes a summary of the business to be transacted. The Clerk will then prepare an agenda to call a meeting.

Each meeting will commence at **time** and will be limited to **xx hours** in duration. Where business has not been completed within the agreed time, those governors present may resolve to continue the meeting in order to complete the agenda. Any business not completed will form part of the agenda for the next meeting.

Draft minutes will be approved for email circulation by the Chair within 2 weeks of the meeting, before being formally approved by the Governing Board at the next meeting.

Agreed by the Governing Board on			
Review Date			

Standing Order for the Election of Chair and Vice Chair

- The Governing Board **MUST** elect a Chair and a Vice Chair.
- When the office of Chair or Vice Chair becomes vacant, the Governing Board must elect a new Chair or Vice Chair at their next meeting.
- There are no regulations covering the process of election with the exception of the need for the candidate(s) to withdraw from the meeting when a vote is taken.
- Governing Boards are free to, and should, agree an election process.
- Governors who are paid to work at the school, for instance the Head teacher and the staff governors cannot be elected as Chair or Vice Chair.
- The process must be fair, open and transparent.

Factors the Governing Board should consider in agreeing their election process are:

- How long the Chair and Vice Chair will serve (You may wish to consider different terms of office.)
- Whether a Governor can be re-elected and whether there should be a limit to the number of terms a Governor could serve in the position of Chair or Vice Chair.
(You may like to consider succession planning, individual Governor and Governing Board development, workloads and the involvement of all Governors.)
- Whether a governor can stand for office if they are unable to be present at the meeting.
- How nominations will be made (in writing in advance of the meeting via the agenda or verbally at the meeting, with or without a supporting written or verbal statement.)
- Whether a candidate will self-nominate or be proposed (and seconded if wished) by Governors.
- Whether there will be a secret ballot or show of hands (and whether this would vary depending on the circumstances i.e. in all cases or only where there is more than one candidate.)
- How the Governing Board would treat a tie in votes (would candidates have the opportunity to speak to the Governing Board about why they want to be the Chair or Vice Chair followed by another vote, would it be by another method?)

The Role of the Chair of the Governing Board

- To ensure the business of the Governing Board is conducted properly in accordance with legal delegation requirements.
- To ensure that meetings are run effectively, act as a role model, focusing on the priorities and making best use of the time available, and to ensure that all members have an equal opportunity to participate in discussion and decision-making
- To establish and foster an effective relationship with the Head teacher based on trust and mutual respect for each other's roles.
- To establish and foster a good relationship with the Clerk based on professional respect for each role.

GOOD PRACTICE (EXAMPLE)

- The Governing Board resolves that the following process will apply to the election of Chair (and Vice Chair) of the Governing Board (*provide a brief outline of the role see overleaf*):
- The Chair and Vice Chair will serve for a period of between 1 and 4 years.
- The Clerk will take the Chair to conduct the election of the Chair and the newly elected Chair will conduct the election for the Vice Chair using the same procedure.

Either

- a) The Clerk will invite Governors to self-nominate by a closing date no later than 2 weeks before the date of the meeting at which the election is to be held.

or

- b) Governors will be asked to propose nominations to the Clerk by a closing date no later than two weeks before the date of the first Governing Board meeting of the academic year. The Clerk will provide a form for this purpose, which will allow for nominations to be seconded before submission (if required).
- The Clerk will include the names of all candidates for election on the agenda for the meeting at which the election is to be held, and send it to governors at least 7 days in advance of the meeting.
- The candidates will be asked to leave the room whilst the election takes place and the outcome discussed.
- Governors will discuss the skillset of nominees for the role prior to taking a vote by secret ballot conducted and counted by the Clerk.
- Candidates will be allowed to vote (including for themselves) before leaving the room.
- In the event of a tie, each candidate will be given the opportunity to address the governing board before a further vote is taken. (If a candidate cannot attend the meeting, a supporting statement may be requested in advance of the meeting.)
- If no advance nominations have been received for the office of Chair, the Clerk may seek nominations at the meeting.

If no Chair is duly elected, a Governor **MUST** be appointed to Chair the remainder of the meeting. The Board **MUST** then elect a Chair at its next meeting. If no Chair is duly elected at its next meeting, concerns will be raised on the capacity of Leadership and Governance.

Following the election of the Chair, the new Chair will conduct the election of a Vice Chair using the same procedure.

Agreed by the Governing Board on			
Review Date			

Standing Order for the Appointment of Co-opted Governors-None of the governing body

The Governing Board may decide the process for the appointment of Co-opted governors.

Factors the Governing Board should consider in agreeing their appointment process are:

- What skills are required to support the Governing Board at the time of the vacancy
- How and where vacancies should be advertised.
- Whether a candidate will self-nominate or be proposed [and seconded if wished] by governors.
- What information the Governing Board needs from each candidate to support their nomination i.e. a statement of so many words, interview with, or presentation to the Governing Board or alternatives as appropriate.
- Whether there will be a secret ballot or show of hands [and whether this would vary depending on the circumstances i.e. in all circumstances or only where there is more than one candidate.
- How the results will be notified to the candidates.
- How often the process will be reviewed.
- The process must be fair, open and transparent.

1. The Co-opted governors are appointed by the Governing Board. They are people who in the opinion of the Governing Board have the skills required to contribute to the effective governance and success of the school.
2. The Governing Board may choose to advertise the vacancy broadly to reach as wide an area as possible. Priority may be given to candidates with particular skills if this expertise would enable the Governing Board to work more effectively. In these cases this would be clearly stated when notifying the vacancy.
3. Where two or more names are put forward, prospective Co-opted governors will be asked to prepare a brief statement of no more than 100 words, explaining their background and why they wish to be appointed. Where possible these statements will be circulated to all members of the Governing Board prior to the meeting at which any appointment will be considered.
4. At the next meeting of the Governing Board, governors will be invited to vote by show of hands if there is a sole candidate. Where there are multiple nominations, governors will take a vote by secret ballot, managed by the Clerk.
5. In the event of a tie, the governors will again discuss the nominations and take a further vote.
6. The Clerk will announce the result, with the candidate polling the most votes being duly appointed.

Agreed by the Governing Board on

Review Date

Standing Order for the Appointment of an Associate Member

Governing boards can benefit from being able to draw on particular skills or experience from outside their formal governor membership. The definition of associate members is wide and can include pupils, school staff and persons who want to contribute specifically on issues related to their particular area of expertise, for instance finance/

Associate Members:

- Are appointed for a period between one and four years and can be reappointed at the end of their term of office. They can be removed from office by the Governing Board at any time. They are not governors and are not recorded on the Instrument of Government.
- Cannot be given voting rights at Governing Board Meetings.
- May be excluded from any part of a meeting when the item of business concerns an individual pupil or member of staff or other confidential items.

Factors the Governing Board should consider in agreeing their appointment process are:

- What the purpose of the appointment will be (i.e. addition of skills, project etc.)
- What information the Governing Board needs to support the proposal (i.e. a statement of xx word, interview with, or presentation to the Governing Board or alternatives as appropriate).
- Whether there will be a secret ballot or show of hands.
- What the terms of office for the membership shall be.
- Whether the Associate member will be excluded in all distributions of documents and meetings (or whether for instance confidential minutes will not be available).
- The expectation of the Associate member to sign the Governing Board's Code of Conduct.
- The expectation of the Associate member to have their name and business interests published on the school website.

STANDING ORDER EXAMPLE

The Governing Board resolves that the following will apply to the appointment of Associate members of the Governing Board.

Name of Associate Member (Insert Name):

The Governing Board agree to the Associate Member named above:-

- ✓ To be appointed for a period of (insert agreed term between 1 – 4 years)

- ✓ To have regard to the Terms of Reference, Governing Board Code of Conduct and other Standing Orders of the Governing Board
- ✓ To undertake appropriate Governor Training
- ✓ To agree to complete the legal governor declaration and declaration of business interest forms.

Agreed by the Governing Board on

Review Date

English Martyrs Catholic Primary School

Code of Conduct for School Governing Board

See separate document available on GovernorHub / WES

I agree to follow the agreed principles and procedures of this code of practice adopted by the governing board on (date)

Name of Governor

Date

Signed and Agreed

Date