

**“Leadership is not an affair of the head. Leadership is an affair of the heart.” – James Kouzes**

DPE for the Expert Governor						
Needs of the Expert Governor	Strategic leadership	Accountability	People	Structures	Compliance	Evaluation
<ul style="list-style-type: none"> <li>Preparation to be Chair</li> </ul>	<b>NGA Executive Leaders:</b> Head Teacher Recruitment and Succession Planning  <b>SNMAT Termly Governance Forum</b>  Leading discussions on latest educational issues and initiatives as part of FGB meeting.		<b>NGA Executive Leaders:</b> Recruiting a senior executive leader  <b>NGA Development for Chairs</b> (Sustained course - £500)		<b>HAYS</b> Safeguarding <b>HAYS KCSIE</b> Annual Update	

DPE for the Assured Governor						
Needs of the Assured Governor	Strategic leadership	Accountability	People	Structures	Compliance	Evaluation
<ul style="list-style-type: none"> <li>Experience of Vice Chair</li> <li>Holding HT to account</li> </ul>	<b>SNMAT Termly Governance Forum</b>  Keeping abreast of latest educational issues and initiatives – cascading to governing board as appropriate	<b>NGA Managing Academy Finance</b>  <b>NGA:</b> Headteacher appraisal and capability	<b>NGA Good Governance:</b> Succession planning  <b>NSCP Managing Allegations</b>		<b>HAYS</b> Safeguarding <b>HAYS KCSIE</b> Annual Update	

DPE for the Thriving Governor						
Needs of the Developing Governor	Strategic leadership	Accountability	People	Structures	Compliance	Evaluation
<ul style="list-style-type: none"> <li>In depth knowledge of the school context</li> <li>Preparation for Ofsted</li> <li>Training for specific responsibility</li> </ul>	<b>SNMAT Termly Governance Forum</b>  <b>SIAMS for Governors (Diocese)</b>  Keeping abreast of latest educational issues and initiatives	<b>NGA Holding to account:</b> How to conduct a courageous conversation  <b>NGA Holding to account:</b> How to question and challenge  <b>NGA Supporting the Governing Body:</b> Raising School Standards	<b>NGA Equality and diversity:</b> A practical guide for governors and trustees		<b>HAYS Safeguarding</b> <b>HAYS KCSIE</b> Annual Update  <b>NGA Monitoring Performance</b> Data and Targets  <b>NSPCC Safer Recruitment in Education/NC Annual Certificate in Safer Recruitment for Education Settings (2022-23)</b>	<b>NGA Ofsted inspection of schools</b>  <b>NGA Governance monitoring:</b> A tool to help drive improvement
<b>Specific Responsibilities (complete as appropriate)</b>	<b>NGA:</b> Safeguarding- The Governor's Role <b>NGA:</b> Health and Safety for School Governors <b>NGA:</b> Pupil Success & Wellbeing <b>NGA:</b> Getting it right as a staff governor <b>NC Staff Wellness:</b> Using Holidays to Recharge and Boost Mental Wellbeing <b>NC Certificate in Data Protection &amp; GDPR for Governors and Trustees (2022-23)</b> <b>NC Primary Curriculum:</b> A Deep Dive into Curriculum Intent/implementation/Impact <b>NGA Equality, diversity and inclusion:</b> First steps <b>NGA Equality, diversity and inclusion:</b> Beyond compliance <b>NC Menopause Roundtable:</b> Personal Perspectives to Improve Diversity and Inclusion <b>NC Supporting Senior Leaders Wellbeing:</b> DIY Guide to Your Mental Health		<b>NGA:</b> School improvement: Arts and Cultural Education <b>NGA Pupil Success &amp; Wellbeing - The Role of the SEND Governor</b> <b>NC Understanding Your SEND Requirements in Line with KCSIE</b> <b>NGA How to:</b> run an effective exclusion review panel <b>NGA Pupil Success &amp; Wellbeing - Early Years Education</b> <b>NGA Managing staff workload and wellbeing:</b> The governance role <b>NC Implementing your DfE Statutory PSHE/RSHE Curriculum:</b> Key Stage 1-2 <b>NC Certificate in Understanding Domestic Abuse and Violence</b> <b>NGA How to:</b> run an effective complaints review panel <b>NC What Maintained Schools Must Publish Online</b> <b>NC Recruiting and Retaining a Strong and Committed Workforce</b> <b>NC Phonics Screening Check 2022: Planning and Administration to Fulfil Statutory Duties</b> <b>NGA:</b> Pupil Premium			

DPE for the Novice Governor						
Needs of the Novice Governor	Strategic leadership	Accountability	People	Structures	Compliance	Evaluation
<ul style="list-style-type: none"> <li>Context of the school</li> <li>Safeguarding responsibilities</li> <li>Role of a governor</li> <li>Governance in SNMAT</li> </ul>	<b>NGA Strategy:</b> living your values, reaching your vision, managing the risk.  <b>NGA Governance of a Church school</b>  Be aware of some of the latest educational issues and initiatives	<b>NGA Finance:</b> Making the most of what you've got.  Understanding the Newly Published Governance Structures and Changes to the Governance Handbook 2020 (NC)	<b>NGA Working Together:</b> Building the team and improving the organisation.  Certificate in Equality, Diversity and Inclusion (NC)  Review of sexual abuse in schools and colleges – Ofsted	<b>NGA Governance:</b> your role, your responsibilities, your organisation.  <b>NGA Your Organisation:</b> understanding school structures and what children should learn.  Governor Hub: regularly appraising self of information on Governor Hub	<b>HAYS Safeguarding</b> <b>HAYS KCSIE</b> Annual Update  <b>NGA Progress &amp; Attainment:</b> using your data to improve educational outcomes.  <b>NGA Compliance:</b> Assuring your organisation, keeping it safe, secure and solvent.	<b>NGA Effectiveness:</b> : Governance making an impact, changing lives.  <b>NGA Governance visits to schools</b>

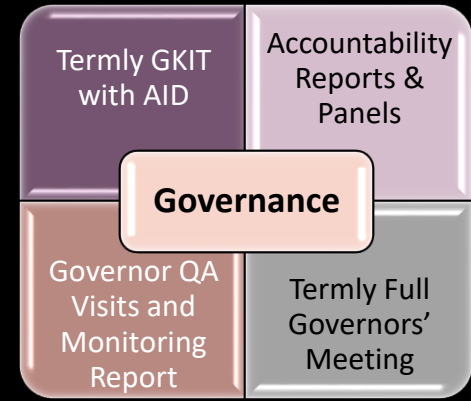
**Governance at St Mary's is rooted in the 'Principles of Public Life'**

<b>Selflessness</b> Holders of public office should act solely in terms of the public interest.	<b>Integrity</b> Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.	<b>Objectivity</b> Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.	<b>Openness</b> Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.	<b>Accountability</b> Holders of public office are accountable for their decisions and actions; they must submit themselves to the scrutiny necessary to ensure this.
<b>Honesty</b> Holders of public office should be truthful.				<b>Leadership</b> Holders of public office should exhibit these principles, actively promote and support the principles and challenge poor behaviour.

**Governance Implementation**

Delegated functions of the LGB  
The Scheme of Delegation covers five areas:

- Finance;
- Human Resources;
- Education;
- Asset Management; and
- Strategy



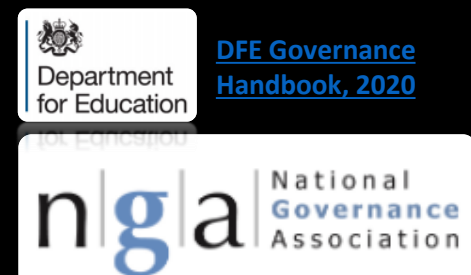
**Termly GKITs**  
Following the Academy Improvement Director's termly visit ('KIT' Day), a meeting is held with the governors (GKIT) to discuss the current performance and progress of the school. During the meeting, it is decided which staff members should be asked to present about the impact of their work at the following term's Accountability Panels.

**Accountability Panels**  
Two are held each term; one focussing on finance and one on standards. These cover many statutory agenda items. Also during each meeting, a member of staff from the school is asked to present an impact report linked to their area of responsibility, or a current school improvement focus.

**Monitoring Report**  
Each governor has an area of responsibility. During every term, they are expected to meet linked members of staff in order to support and challenge their work. Governors then fill out their section of the Monitoring Report which is presented at the Full Governors' Meeting.

**Full Governors' Meeting**  
This covers many statutory items and is clerked by Nottinghamshire Governor Services. During this meeting, the Headteacher presents a termly report, including the SEF. Governors that attended the GKIT report back on their findings and seek agreement for the focus of the next Accountability Panels. Elections of officers also take place where appropriate.

**Governor QA Visits**  
At the Full Governors' meeting, the Headteacher will present the updated SEF, accompanied by suggested QA focuses for governor visits. The function of these are to enable governors to test, confirm or challenge the Headteacher's judgement. Also included in this is an annual Governor Monitoring day to which all governors are invited together to undertake joint quality assurance with school leaders.



**Growing expert governors: deliberate professional empowerment**