

Local governors

In ONE Academy Trust, responsibility is delegated to the local governing bodies to monitor individual schools on behalf of the board of trustees. This enables the focus to be close to the point of delivery and effective relationships to be built with the headteacher and school community.

As part of the local governing board (LGB) a governor is expected to:

- Contribute to the strategic discussions at governing board meetings which oversee:
 - the vision and ethos of the school
 - clear and ambitious strategic priorities and targets for the school
 - that all children, including those with special educational needs, have access to a broad and balanced curriculum
 - expenditure of the pupil premium allocation
 - the school's staffing structure and key staffing policies
 - the principles to be used by school leaders to set school policies
- Hold the senior leaders to account by monitoring the school's performance. This includes:
 - agreeing on the outcomes from each school's self-evaluation and ensuring they are used to inform the priorities in the school development plan
 - considering all relevant data and feedback provided on request by school leaders and external sources on all aspects of school performance
 - asking challenging questions of school leaders
 - seeking evidence to demonstrate impact
 - utilising the triangulation of data in drawing conclusions (i.e. 3 different sources of evidence such as data analysis, discussion and observation).
 - ensuring senior leaders have adopted or developed required policies and procedures and that the school is operating effectively according to those policies.
 - acting as a link governor for a specific area of responsibility
 - listening to and reporting to the school's stakeholders: board of trustees, pupils, parents, staff, and the wider community
 - ensuring school staff have the resources and support they require to do their jobs well
 - when required, serving on panels of governors for purposes including appoint senior leaders, hearing the second stage of staff grievances and disciplinary matters, reviewing pupil exclusions

The role of a governor is largely a thinking and questioning role, not a doing role. For example, a governor does not undertake classroom observations to make judgments on the quality of teaching – the governing board monitors the quality of teaching in the school by requiring data from the senior staff and external sources

To perform this role well, a governor is expected to:

- get to know the school, including visiting the school occasionally during school hours and gaining a good understanding of the school's strengths and weaknesses

- attend induction training and regular relevant training and developments events
- attend meetings and read all the papers before the meeting
- behave professionally, as set down in the Code of Conduct, including acting in strict confidence.

School governors meet approximately 4 - 6 times per year plus additional visits and committee meetings as required by individual roles and responsibilities.

Link governor roles & responsibilities

Within the local governing board, link roles contribute to the effectiveness of governance by enabling individuals to focus on specific areas and develop expertise on behalf of the board. All governors are expected to hold one or more link governor roles. Roles are allocated by agreement, based on skills, experience and interests. Link roles are reviewed annually in the autumn term and as required throughout the year.

Staff governors can occupy link governor roles but care needs to be taken in allocating roles to ensure there is no conflict of interest with their job.

Link governors have the following responsibilities:

- To monitor an area of the school's activity and report back to the Local Governing Board.
- Undertake some monitoring visits each year as required by the role.
- Where relevant, meet with the relevant member of staff in school to gain an understanding of the activities the school is conducting to achieve success in the relevant area of focus.
- Plan any visits to the school with the headteachers' agreement and following the school visits protocol. Other forms of communication between the governors and school (such as telephone calls, emails, virtual meetings etc) may be substituted for one or more monitoring visits.
- To undertake any necessary training (in or out of school) to enable effective monitoring of their link area and governance in general.
- To submit a monitoring report to the governance professional following a visit or meeting.

In ONE Academy Trust, it is recommended that each Local Governing Body should have the following link governor roles:

- SEND (statutory role)
- Equality & diversity (including community cohesion)
- Anti-bullying
- Health & safety
- Safeguarding (statutory role)
- Filtering & Monitoring (*statutory role*)
- Pupil Premium
- Looked After Children (LAC) (*statutory role*)
- PE & Sports Premium
- Curriculum/subject leads/year group leads