Governing Body Structure and Responsibilities

This Governing body structure model is based on a distribution of accountability and responsibilities.

Together as an effective team the Governing board will:

- Work with the head teacher and staff to ensure a clear vision, ethos and strategic direction for the school.
- Promote and maintain high standards of educational progress and achievement; hold the head teacher and SLT to account for the educational effectiveness of the school including its staff and pupils by being a critical friend and offering support, challenge and encouragement.
- Seek assurances that the school improvement priorities are being achieved through governor scrutiny, monitoring and challenge.
- Monitor performance management of staff to ensure that relevant policies are consistently being adhered to. Ensure the head teacher's performance management is undertaken annually with the support of an external advisor appointed by the board.
- Oversee the financial performance of the school and the effective use of the school's resources.

Committees and Groups

Everyone is responsible for:

- **Ensuring that the school remains a school of choice:** Although doing many of the things above effectively should ensure the school remains outstanding, which should go a long way to ensuring that the school remains a school of choice, communication with parents is essential. Each year a questionnaire, is produced and reviewed which is shared with the parents along with a review of the SDP.

- **Upholding the Christian Ethos and Values** that run through the school and ensuring that they are at the forefront of all decisions made.

- **Leading the Education and Children's Safety and Welfare:** ensuring that statutory requirements are met, that the school provides a secure safe environment (items are included in the Full Governors Terms of Reference)

- **Building the team**: attracting governors with the necessary skills and ensuring that tasks are delegated across the governing body so that all members contribute and feel that their individual skills, knowledge and experience are well used, and that the overall workload is shared. **The skills audit is reviewed every three years and informs an effective training programme.**

- **Ensuring that statutory requirements and regulations are met**, that the school provides value for money in its use of resources and that governing body business is conducted efficiently and effectively.

Staffing, Personnel & Pay Committee
(Including Headteacher Performance Review)
Tom Woolman (chair), Paul James, Maria Harman, John Jefferies (LA)

Terms of reference:

- To draft and keep under review the staffing structure in consultation with the Headteacher and the Finance Group
- To review and approve a Pay, Appraisal and Capability Policy
- Receive recommendations from the Headteacher in regard to pay progression and apply the criteria set by the school's pay policy in approving the pay progression of each member of the teaching staff rewarding those who contribute to improving the education of pupils and that assessment is based on evidence consistently applied to all staff
- Meet with the Headteacher or senior leadership team during the year to monitor progress towards the objectives set for them and teaching staff
- Report to the Board in regard to the performance management process sharing the objectives linked to the school/academy's development
- To appoint and work with an external adviser in carrying out the HTPR and make recommendations to the finance committee in regard to any salary progression for the Headteacher

SIAMs
Sarah Grant, Liz Halliwell, Maria Harman

Finance
Dan Jeffries, Steve MacDonald, Laura Martin, Ali Drayton

Online Safety
Jan Hirons, Liz Halliwell, pupils

Health and Safety
Nigel Sandy, Steve MacDonald, Sam Berryman