

Governing Body Training & Development

Role of the Training & Development Governor

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Governor Services, South Kent

The Role of the Training & Development Governor

Aim:

- Define the role within the governing body
- Offer practical help in fulfilling the role
- Know how the T & D governor can impact on the effectiveness of the governing body

Expectations - Ofsted

Ofsted - Inspection Handbook (item 141)

“The effectiveness of governors in discharging their core statutory functions and how committed they are to their own development as governors in order to improve their performance.”

Raises the importance of the role of a lead governor for Training & Development

Expectations

Governance Handbook

Governance handbook (4.2) states that Boards should:

- **Be responsible for identifying & securing induction, other ongoing training & development**
- **Set aside a budget**
- **Set out clearly what they expect of their governors**
- **Ensure the code of conduct sets an ethos of professionalism & high expectations of governors, including an expectation that they undertake whatever training or development activity is needed to fill any gaps in the skills they have to contribute to effective governance**
- **Consider giving the vice-chair or another governor a specific responsibility for ensuring every governor develops the skills they need to be effective - more than simply track governors' attendance at training courses**
- **Ensure that every new & existing governor develops their skills to make an active & valuable contribution to the work of the board**
- **Have succession plans in place and develop future leaders by identifying & nurturing talent & sharing responsibility.**

Why the need for development?

- Expands the knowledge base
- Strengthens skills
- Helps reduce any weak links
- Stops heavy reliance on others / a few members
- Develops independent, self-determining working
- Aids a consistent & systematic approach
- Improves satisfaction & pride
- Promotes high morale & confidence in self, GB & relationships with Head, staff, other stakeholders
- Can help to avert a high turnover of members
- Beware over training can
 - create stress
 - waste time & money
 - Provide too much theory & not enough practice

Discuss & feedback ...

What does your Board currently have in place?

- **a Board member with T & D responsibilities?**
- **what do they do?**

Why have a T&D Governor?

- **Enables a focussed overview of the knowledge & skills of Board members**
- **Can help governors identify their learning & development needs**
- **Significant role in developing the effectiveness of the Board**
- **Best undertaken by someone who has at least a year's experience**
 - **Will have developed a better understanding of the strategic priorities of the school's improvement planning**
 - **Be able to ensure that the governing bodies training needs are identified in line with school improvement plan**

T & D Governor - The Role

- **Not a statutory role – but significant**
- **Need to understand the strategic priorities of the School Plan – including those for GB itself**
- **Ensure Governors are equipped with the skills and knowledge to drive school improvement**
- **Ensure allocation of budget for governor training and ensure it is spent effectively**

Discuss & Feedback ...

Discuss how you might define the T&D governor role:

- **What do you think constitutes the T & D governor role?**
- **What could you expect from your T&D Governor?**
- **What type of activities would you like them to undertake?**

Practical help - Impact on the effectiveness of the governing body

- **A systematic approach to governor training/induction should ensure that basic needs are identified.**
- **Induction pack – start as you mean to go on!**
- **Expectations in code of conduct / hold each other to account – consequences?**
- **Regular agenda item/formal records/constant systematic reviews as GB membership changes/officer roles/ including the clerk**

Development Cycle



In the News, Discussion & Networking

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In the News, Discussion & Networking

Ofsted - developments in education inspection: the link below also accesses other topics e.g. early years, leadership, governors, myths, short inspections

Inspection and revisions to safeguarding guidance:

<https://educationinspection.blog.gov.uk/2016/12/07/inspection-and-revisions-to-safeguarding-guidance>

Ofsted – Improving Governance

HMCI commissioned a survey to investigate the challenges facing governing bodies in schools. The report draws on evidence from visits to 24 improving primary, secondary and special schools that are situated in some of the poorest areas of the country and look at their governance arrangements.

<https://www.gov.uk/government/publications/improving-governance>

Admission arrangements – must be published on school website

- **Foundation schools & voluntary-aided schools must publish the school's admission arrangements each year & keep the information on the website for the whole school year.**
- **Community schools & voluntary-controlled schools - If the local authority decides your admissions, write that parents should contact the local authority to find out about admission arrangements.**

<https://www.gov.uk/guidance/what-maintained-schools-must-publish-online#history>

What maintained schools must publish online -

<https://www.gov.uk/guidance/what-maintained-schools-must-publish-online>

Please be sure that your Pupil Premium, Sports Premium and Yr7 catch up funding are compliant with this guidance

In the News, Discussion & Networking

School attendance parental responsibility measures - Statutory guidance, required by law to have regard to the relevant parts of this guidance -

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/581539/School_attendance_parental_responsibility_measures_statutory_guidance.pdf

Staying in Control of your School's Destiny:

- **Joining a group of schools**
- **Joining a Multi Academy Trust**
- **Forming a Multi Academy Trust**



<http://www.nga.org.uk/Guidance/School-structures-and-constitution/Forming-or-joining-a-group-of-schools.aspx>

In the News, Discussion & Networking

Governorline - national helpline offering free, confidential and independent advice, information and support to school governors, clerks and individuals involved directly in the governance of schools and multi-academy trusts in England.

<http://www.brightgreenlearning.co.uk/news/governorline-fantastic-support-service-governors>

Governance Handbook 2017

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/582868/Governance_Handbook_-_January_2017.pdf

Competency framework for governance

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/582869/Competency_framework_for_governance.pdf

Clerks Hours – article in NGA Governor Matters (accessed via NGA Membership)

Conferences:

- **Chairs** - Fri 10 March 9:00 - 13:00 Ashford International Hotel GV 17/086
- **Clerks** - Weds 8 March 9:00 - 13:00 Ashford International Hotel GV 17/085