

Governance Monthly Bulletin - July 2018

For All Governors, Clerks & School Leaders



Welcome to the July Monthly Bulletin, the last one of this academic year. Our bulletin has been produced with the aim of keeping governors, clerks and school leaders informed of the latest educational developments as they happen. The most effective way of using this briefing is to have it as an agenda item as part of your Governing Board and Committee meetings.

[Department for Education Updates](#)

[Education Secretary issues call to arms for school governors](#)

At the NGA conference Damian Hinds in his [speech](#) thanked governors for volunteering and for fitting being a governor around their jobs, other commitments and families. He also had a 'Call to arms' for employers to support school governance in a joint letter with the Institute of Directors as well as announcing the budget for training and support for school governors will be doubled to £6 million up to 2021 to ensure more school leaders have access to popular training courses that build on their existing skills and will help raise education standards even further. **How is your Board developing upon its existing skills? Has every governor on the Board undertaken training this year? How does your Training & Development governor drive training and governor recruitment?**

[Approaches to preventing and tackling bullying - research](#)

This resource research [document](#) looks at the common effective strategies, through 7 case studies, to tackle and prevent bullying through a whole school approach including the role of governors. **How effective is your behaviour policy? How do you know? Have you seen the strategies in operation?**

[Statistics: Primary & Secondary Pupil absence in schools in England: 2016 to 2017](#)

These [statistics](#) show the increase in overall absence rate has been driven by an increase in the unauthorised absence rate, caused by the increase in unauthorised holidays, which increased from 1.1% to 1.3 % in 2016/17. Persistent absence has also increased by 0.3 per cent with the overall absence rate for persistent absentees across all schools at 18.1 per cent, nearly four times higher than the rate for all pupils. **How do the figures compare to your school? Does your Board receive breakdown reports with the vulnerable groupings and 3 year termly trends? Is your attendance policy having an impact?**

[GDPR suggested privacy notice for schools to use for school governors](#)

This [privacy notice](#) is for schools and local authorities to consider concerning the lawful bases for collecting and using governor personal data for general purposes. This tool could be used within the Governing Boards Induction pack for new governors.

[DfE Guidance - Gender separation in mixed schools](#)

This is non-statutory [guidance](#) for school leaders, staff and governing boards is provided to support schools in identifying what is expected of mixed schools when it comes to separation by sex to ensure the school is compliant with the updated Equality Act 2010 [advice](#) for schools. **How does your Board ensure it is complying with the Equality Act?**

[National leaders of governance: a guide for potential applicants](#)

Are you an experienced chair of governors with: excellent leadership skills; a track record of raising school or academy performance; the skills to influence improvement by supporting or challenging headteachers; a track record of implementing and sustaining effective governance. If you answered yes and are interested in supporting other chairs of governors, you can apply to be a National Leader of Governance (NLG). For more information on the criteria, role and application process click [here](#) or for information on being a Local Leader of Governance contact Lorraine.Monkhouse@kent.gov.uk

[Safeguarding: Statutory guidance Disqualification under the Childcare Act 2006](#)

This [guidance](#) for schools and governors regards employing staff who have been disqualified from providing childcare to ensure compliance with Keeping Children Safe In Education 2018. It relates to all schools where staff work with: under 5's; under 8's in before and after school settings. **Essential reading for the safeguarding governor to enable effective monitoring.**

[Academies Financial Handbook September 2018](#)

The Academies Financial [Handbook](#) sets out the financial management, control and reporting requirements for academy trusts. Compliance with the handbook is a condition of each trust's funding agreement. Changes include amongst others: the requirement for the Trust Board to ensure they have at least 6 meetings a year for financial robustness; Ensure management accounts are shared with the chair of trustees monthly; Ensure decisions about executive pay follow a robust evidence-based process; Top 10 'musts' for chairs and other trustees. **How does your Academy trust Board ensure compliance with the AFH? Is your Trust Board aware of the new requirements?**

[Ofsted Updates - The Chief Inspector discusses multi-academy trusts \(MATs\) and the implications of system-wide challenges for Ofsted.](#)

This [speech](#) outlines the Chief HMI's new approach to improve the inspection experience for MAT leaders in line with their corporate strategy of more intelligent inspection The key objectives are: to better understand the way MATs are organised, operate, and the role they play in their own right and ensure inspection reflects this; to improve reporting on the impact that MATs are having, whether this is as part of a MAT focused review or a standalone inspection of an academy that is part of a MAT; to make focused reviews of MATs more intelligent, through better coordination and through sharing of evidence between inspection teams.

[National Governance Association Updates](#)

[Updated guidance](#) Latest guidance and updated resources for members include: school career guidance; clerking matters; effective governance; SEND governance review guide.

[Being Strategic: A guide for governing boards](#) To assist governors and trustees in their strategic role, the NGA and Wellcome have published Being Strategic: a [guide](#) for governing boards drawing on practical experience and real life examples, The guide offers a robust annual cycle for creating, monitoring and reviewing strategy, poses questions for governing boards and supports school leaders in taking a broad and long-term perspective. **What is your longer term strategic vision?**

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Spotlight on disadvantage: This NGA research [report](#) explores the governing board's role in spending, monitoring and evaluating the pupil premium. **How do you monitor and evidence the impact of the pupil premium funding?**

NGA Leading Governance - DfE support development for Chairs and Aspiring Chairs

The new DfE funded development programme for all in a Chairing role or aspiring to be as part of succession planning is being delivered in Kent with the first cohort starting in September at the Holiday Inn, Maidstone. The second starts in February 2019 with the third in September 2019. The course to develop your leadership skills and confidence attracts DfE funding with full funding of £500 in most circumstances. The programme includes: three face-to-face workshops focusing on leadership development: 360-degree diagnostic to evaluate strengths and development needs: access to interactive e-learning modules and resources; mentor support and support with creating a school-based project and action plan. Please see [here](#) for funding and registering requirement FAQ's and click [here](#) to book your place. Two references are required. Governor services can be a referee. **Lead and support your governing board to have real impact on your school's improvement! As Chair have you signed up? How will this course support succession planning? SIGN UP NOW!!!**

Governor Services Updates

The Professional Clerk The new development programme for Clerks of all school and academy governance boards has been launched and is being delivered in Kent. The course attracts DfE support funding which for eligible schools & clerks, could see a cost reduction from the full price of £400 to £50. Please be aware that for both of the currently advertised courses (Canterbury & Gravesend), places and support funding are limited; we would suggest booking a place as soon as you are able. Course content, dates, time, venues, support funding and booking information can be found [here](#) **Is this part of your Clerk's Performance Management?**

Teachers' Pay Update We are currently awaiting publication of the School Teachers' Pay Review body report containing recommendations regarding any uplift to the teachers' pay from September 2018. Following publication, the government will consider the review body's recommendations before confirming any increase to teaching salary ranges in the new School Teachers' Terms and Conditions Document effective from 1st September. Governors and School Leaders will need to ensure they review their current pay policy and pay ranges to reflect any national changes to these salary ranges from September and determine the level of pay increase to be awarded in their school. Pay increases for Teachers and Leadership Teachers should be determined following end of year appraisal meetings early in the autumn term. Look out for further guidance regarding the Teachers' Pay Award in next month's bulletin and via Kelsi. In the meantime visit www.the-sps.co.uk for the latest updates on these changes.

Headteacher Performance Management Boards Maintained schools have a statutory duty to appoint an external adviser for advice and support on the Headteacher's appraisal. The Education People can provide an adviser for support and consultation in reviewing and setting robust objectives. Half day packages will include reviewing and setting targets, drafting bullet points for governors to write up. One day packages will include review and target setting meeting, writing report for governors' mid-year review. For more information and cost please click [here](#) or contact Jayne Bartholomew at schoolimprovementSLA@kent.gov.uk

Apprenticeships in Schools Owen Bartholomew is the officer responsible for helping KCC Community or Voluntary Controlled schools access their levy through apprenticeship training. So far, we have had 55 schools take on apprentices using their levy. His role is to help you as a school find a framework or standard that would fit with the role you are looking to appoint to or upskill in. Please get in touch with Owen at owen.bartholomew@kent.gov.uk if this is of interest to your school or if you have any particular questions.

Board Self Evaluation As we near the end of the academic school year it is the time for Boards to reflect and analyse the evidence for their effectiveness and how the impact of their governance and structure has had on driving school standards. This may include Chair 360 appraisals and 1 to 1 governor discussions as well as utilising the succession breeds success [document](#) and 20 [key questions](#) for the Board to ask themselves alongside the [competency framework](#) and [Governance Handbooks](#) 6 key features of effective governance. How long has your Chair been in post? The recommendation is no more than 6 years in the same school, with effective Chairs moving on to lead other Governing Boards and develop further succession planning. **How are you planning to review the Boards against the 6 features of effective governance?**

I would just like to finish by asking you to complete this year's Governor Survey by clicking on this link <https://s.surveyplanet.com/BJ45l-Kzm>, your feedback and opportunity to shape our programme is incredibly valuable to us. Please respond by 1st August 2018.

I also welcome Jude Johnson to our team as Area Governance Officer for North Kent, I am sure Jude will be making contact with you over the coming weeks. We also say farewell to Sue Hill, Clerking Service Manager, who is retiring from KCC. We thank Sue for her dedication to the service and wish her a very happy retirement.

Thank you to you all for your amazing dedication and resilience in supporting children and young people in Kent – we all wish you a relaxing summer break and look forward to supporting you when we return as "The Education People". - Suzanne Mayes, Governor Services Manager: Suzanne.Mayes@kent.gov.uk

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