

Enabling all young people of Kent to receive a first class education with outstanding governance strengthening school improvement.

The government has set out a challenging agenda for schools and Local Authorities in raising standards and improving schools. Governing bodies have a vital role to play in ensuring that happens.

The Kent Governance Team is your dedicated team who will work with you to meet the needs of individual governors and governing bodies of all the county's schools, in the light of national legislation and guidance. We are:

North Kent (Dartford, Gravesham, Sevenoaks): Suzanne Mayes suzanne.mayes@kent.gov.uk

South Kent (Ashford, Dover, Shepway): Tina Gimber tina.gimber@kent.gov.uk

East Kent (Canterbury, Swale, Thanet): Lorraine Monkhouse lorraine.monkhouse@kent.gov.uk

West Kent (Maidstone, Tonbridge and Malling, Tunbridge Wells): Sue Warren susanmary.warren@kent.gov.uk

Thank you for your feedback and welcome to our Term 2 Update!

!!Hot off the press – Sir Michael Wilshaw's latest monthly commentary – 21st Century Governors needed for 21st Century schools!!

Please take the time to read this article by Sir Michael Wilshaw where he looks at the role that governance plays in an increasingly autonomous education system - [Speech: HMCI's monthly commentary: November 2015](#)

[Has your skills audit identified training gaps?](#)

Following on from reconstitution and changes to the Ofsted framework your Governing Body may have identified some training gaps. Please look at our training package and close those gaps! If there are no places available please book on as a reserve as we will identify courses that we need to put on again that are oversubscribed. If you would also like something that is bespoke to your school, please contact the Training Manager, aileen.cooper@kent.gov.uk who will be able to support you in securing something that is fit for purpose. [Leadership and Governance training and development - kelsi.org.uk](#).

[Safeguarding](#)

Further to last term's updates on Safeguarding including Prevent please find the link here for the KCC Safeguarding Team Newsletter: http://www.kelsi.org.uk/_data/assets/pdf_file/0007/46870/CP-Newsletter-September-15.pdf

[Female Genital Mutilation – Mandatory reporting](#)

From 31 October 2015, teachers now have a legal duty to report any cases of Female Genital Mutilation (FGM), to the police. In a change to the FGM Act 2003, they will have to report any 'known' cases of FGM in under 18s. 'Known' is defined as where a girl informs them that this has taken place, or physical signs appear that do not seem to be from any surgical procedures.

The governing board should ensure that senior leaders have introduced procedures for identifying, and reporting FGM, and that they will monitor those procedures to ensure they are understood and effective. For more on safeguarding, see the NGA Guidance Centre.

[Admissions](#)

The [School Admissions Code 2014](#) introduced a range of changes to the admissions timetable. When determining admission arrangements for September 2017, admission authorities will need to bear in mind the following key dates:

1 October – 31 January – admission authorities must carry out a minimum consultation period of six weeks between these dates, where they are making changes to their arrangements or have not consulted on them in the last seven years

28 February – admission authorities must have determined their admission arrangements by this date

15 March – admission authorities must send a copy of their determined admission arrangements to their local authority by this date

15 May – deadline for submission of objections to the Schools Adjudicator, in relation to the determined admission arrangements

For community and voluntary controlled schools, the local authority is the admissions authority so governors of these schools do not need to consider the dates above. However, in foundation and voluntary aided schools, the admissions authority is the governing body; and in academies, it is the academy trust.

Governing boards who are their own admissions authorities should now be taking steps to determine their arrangements for admissions for September 2017 and the Code provides an example timetable to help with the process. With [recent figures](#) from the Department for Education showing an increase in the number of parents lodging admission appeals in 2014/15, it is essential for governing boards which are their own admission authorities to ensure that their arrangements are open and transparent, in accordance with the Code.

Further details can be found on the NGA Website.

[District Governor Briefings](#)

Thank you to all those Governors who attended the District Governor Briefings in Term 1. These were particularly well attended and the feedback has been very positive. We would like to announce that there are no cancellation or non-attendance fees to any of the District Governor Briefings which was something that was of concern this time. Please be aware that paper resources will not be available at future District Briefings but all resources will be downloadable from Kelsi after the meetings in each area. We would like to encourage Governors to continue to book on via CPD on line as in the past as this does give us guidance on refreshments and seating. We hope that attendance will continue to grow as many governors expressed how important it is for these networking opportunities and service updates.

[Governormark](#)

Governormark is a mechanism to achieve accreditation against an agreed quality standard. However, Governing Bodies may wish to use the standards and framework as a gap analysis tool/self evaluation to assist in highlighting any potential training requirements for your individual school.

http://www.nga.org.uk/Useful_Contacts/Training-Contacts/Governor-Mark.aspx

[Pay and Appraisal Policy](#)

Many of you will have attended the Headteacher Pay and Appraisal training that has been taking place over the county. SPS have amended their model policy and this can be found on Kelsi [SPS Model Appraisal Policy](#) and schools should take on the very clear advice from the Teachers Pay and Conditions Document.

The article from the November/December 2015 edition of Governing Matters looks at the annual appraisal process for headteachers. It provides governors with practical tips and considerations including how to set the right objectives; making sure the right people are involved in the process; conducting formal reviews and having difficult conversations.

[FFT and Raiseonline Data – Primaries](#)

The Fischer Family Trust (FFT) has updated FFT Aspire, including the Governor Dashboard, with 2015 data for KS1 and KS2. Ask your school leaders for it now. All governors should see this, not just those on the committee which monitors pupils' outcomes.

Schools subscribing to FFT can download their Governor Dashboard from [FFT Aspire](#) – the majority of schools subscribe. Alternatively, governors can get their own log in details to allow them to access the Dashboard and other data directly. For more information about the FFT Governor Dashboard see the NGA's Guidance Centre. Secondary dashboard will be available later this month.

[RAISEonline has announced](#) that unvalidated data and phonics data for key stage (KS) 1 and KS2 pupils were released in October 2015:-

Interactive reports – available from Friday 16 October 2015

Summary reports – available from Tuesday 20 October 2015

Primary inspection dashboards – available from Thursday 22 October 2015

The KS1 RAISEonline data will mirror that currently held by the Department for Education (DfE). However, the information for KS2 will not reflect any changes made during the annual performance tables' checking exercise. Schools are capable of producing a report incorporating these changes themselves through RAISEonline. Governors may want to request this information from their headteacher. For more information, visit the [RAISEonline website](#).

[Extended Schools](#)

Addressing the Conservative party annual conference this week, Nicky Morgan, the Secretary of State for Education (DfE), announced that parents will be given a new 'right to request' wraparound childcare provision from their children's school. She said: "We will be giving families in thousands of schools a 'right to request' their school provides childcare for a full working day, before and after school and during the school holidays. If enough parents call for childcare at their local school, we will expect the school to take reasonable steps to accommodate it, in a way that works for them".

The one sentence announcement contained no details of how such 'requests' would work in practice, particularly how many parental applications it would take to trigger a consideration of such provision. However, further information emerged in a briefing note for MPs, seen by [Schools Week](#), which says that schools will be "expected" to allow childcare providers to use their sites outside school hours or at times when the sites are used for clubs or activities. The new policy is proposed to apply to both maintained primary and secondary schools and to new academies and free schools, up to and including key stage three. The briefing note says that schools will be able to recover the cost associated with the new arrangements by charging providers for using their sites and will be able to reject unreasonable proposals. Governing bodies will have the final decision but are expected to "act reasonably" in making those decisions and responding to requests.

Consultation is expected to take place in the autumn to identify and provide models of schools and childcare providers already working together, so that the rule can come into force in September 2016.

[Changes to the date that Ofsted will make their first inspection of new schools](#)

[Ofsted has announced](#) that initial inspections of new schools will now take place in their third year of operation. The policy will apply to all schools that have opened as new legal entities since the 2013/14 academic year, including free schools, academy converters, school amalgamations, mergers, and schools where new key stages are added. Previously, new provision was inspected by Ofsted during its second year of operation.

An Ofsted spokesman told the TES News "extending the timescale for the first inspection allows a more extensive evidence base to be collected by inspectors. However, HM Chief Inspector has the discretion to inspect earlier where he has concerns, including where parents have raised issues."

[Changes to the Ofsted Framework](#)

At a recent meeting between Ofsted and the 130 National Coordinators of Governor Services the following points were clarified regarding the new inspection framework:-

- If a short inspection taking place on a Friday was to be converted to a full inspection Ofsted clarified that they would try to avoid the inspection hanging over a weekend. Wherever possible Ofsted will ensure that short inspections don't start on a Friday but where they do, should the inspection be converted Ofsted will provide a sufficient number of inspectors immediately.
- Delegates queried the prospect of a change to just two Ofsted judgements (effective or not effective) but there are no plans to move towards this.
- Concerns were raised with regard to schools with an outstanding status going for too long without external scrutiny but delegates were assured that Ofsted would risk assess these schools after three years but would inspect earlier if either HMCI or the Secretary of State raised concerns about performance.
- Ofsted clarified the role of governors at the inspection feedback and stated that lead inspectors welcome as many governors as possible at the final feedback meeting.

More information is available here: [School governors and inspection](#)

[Joint Panel Agreements](#)

There is a Joint Panel Agreement TOR on Kelsi but we would like to draw your attention to the fact that these should not be used when considering all HR matters such as Pay, Grievance, Disciplinary and Redundancy as these may fall down should the process go to Industrial Tribunal. This is due to the fact that in the Constitution it does state that "the individual schools' governing body powers cannot be delegated".

[Assessment](#)

With the new assessment without levels, we have identified 5 key questions Governors should be asking, regardless of which tracking system your school has adopted:-

- What % of pupils are on track age related
- What % of pupils are exceeding
- What is the difference between the different groups
- Are we on track for 85% plus for our pupils to achieve age related
- How are we closing the gaps for our disadvantaged pupils?

[School Evaluation Form/School Development Plan \(or equivalent document\)](#)

Have you as a Governing Body had sight of your School Evaluation Form or School Development Plan (or equivalent document). There are some schools across the county that have not got these documents in place and you as Governors need to be chasing these. Governor Monitoring Visits need to track these plans so please ensure this is on your agenda this term.

[Reconstitution Aftermath – Co-opted Governors](#)

Just a reminder that following reconstitution, have all Governing Bodies formally appointed their Co-opted Governors as these were new designations following reconstitution? Please make a note to follow this up at your next FGB and ensure their appointment is minuted.

[Update from Kent-Teach](#)

Is Oversees Recruitment for you?

Kent-Teach are looking at new ways to recruit exceptional teachers to Kent schools. An option we are currently considering is the recruitment of overseas teachers, specifically from Australia. This particular scheme ensures, visas, accommodation, and support is all provided so all your schools have to think about is your new teacher. Working alongside a trusted education recruitment partner in Australia we can harness the power of education knowledge to successfully recruit for your schools. If you feel this is a scheme your school could benefit from, why not discuss it with your Headteacher and email Katerina.nicholaou@kent.gov.uk to express your interest.

Would you be interested in raising the profile of your school by getting involved in some promotional activity for teaching in Kent?

Kent-Teach are going to produce some promotional videos in order to:

- encourage experienced teachers and NQTs into Kent
- encourage university and secondary school students to consider a career in teaching
- raise the profile of teaching in Kent.

We are looking for schools who would be willing to take part in any or all of the following ways:

- allowing filming at your school
- interviewing/filming of the staff
- interviewing/filming of the children.

Schools that take part will be credited at the end of the videos. We would really appreciate your support in helping us to promote Kent and the opportunities that our schools have to offer.

If you would be interested in being involved in this schemes please email samantha.vandersteen@kent.gov.uk before the 27th November 2015 to express your interest.

[Reminder about the exciting new development to CPD on line](#)

Further to the email sent out on 3rd November, the Local Authority have a legal duty to keep a database of all Kent governors of LA Maintained Schools. A vital part of your role is to ensure you provide us with up to date information of your governing body members, changes to personal details and appointments to the role of chair and vice chair.

To help you to help us we have now made CPD online inter-active for clerks. Here you are able to amend contact details, add the details of chair / vice chair and re-new appointments of existing governors, however please continue to send details of **new** governors to leadershipgovernancecentral@kent.gov.uk in order for us to link to your governing body and to send a 'welcome' pack.

[User Guide - There is a user guide available on KELSI \(admin details start from page 26\).](#)

If you need any assistance please contact Leadership and Governance Admin Team – leadershipgovernancecentral@kent.gov.uk

PLEASE NOTE THAT LINKS TO COURSES ON SOME OF THE TOPICS RAISED ABOVE CAN BE FOUND IN THE SIGNPOSTS TO LEADERSHIP AND GOVERNANCE TRAINING AND DEVELOPMENT BELOW:

Signposts

- [Kent Governors CPD Online](#)
- [The Governor Magazine](#)
- [Leadership and Governance training and development](#)
- [Leadership - kelsi.org.uk](#)

- External Links
- [Kent Governors Association](#)
- [National Governors' Association](#)
- [SGOSS](#)