

The Pixmore One-Page Governor Handbook

Strategic Leadership



- Setting the organisation's overall strategic framework, including its vision and strategic priorities. It also includes responsibility for setting and modelling its culture, values and ethos.
- Effective engagement with, and responsive to the communities they serve – particularly pupils, parents and carers.

Effective Governance



As an effective Governing Body, our role is to:

- Ensure clarity of vision, ethos and strategic direction
- Hold executive leaders to account for the educational performance of the organisation and its pupils, and the effective and efficient performance management of staff;
- Overseeing the financial performance of the organisation and making sure its money is well spent.
- We use the following to meet these goals:

- Strategic Leadership
- Structures
- Accountability
- People
- Compliance
- Evaluation

Accountability



- Creating robust accountability for executive leaders. This means holding them to account for both educational performance and for financial and organisational performance, and ensuring money is well spent.
- The board and its committees must meet regularly enough to discharge their responsibilities. Board meetings must take place at least three times a year (and business conducted only when quorate).

People



- All boards should be tightly focused and no larger than they need to be to have all the necessary skills to carry out their functions effectively, with everyone actively contributing relevant skills and experience.
- Everyone on the board needs a strong commitment to the role and to improving outcomes for children; the inquisitiveness to question and analyse; and the willingness to learn. They need good inter-personal skills, appropriate levels of literacy in English (unless a board is prepared to make special arrangements), and sufficient numeracy skills to understand basic data.

Structures



- All maintained school boards must be constituted under the Constitution Regulations 2012 – this means they have to have a minimum number of governors of certain types to ensure a balanced governing body.
- The term of office for each category of governor is decided by the board and set out in the instrument of government, which is the legal document representing the rules for that specific governing body.

Evaluation



- Evaluation to monitor and improve the quality and impact of governance through:
- Regular skills audits, aligned to the organisation's strategic plan, to identify skill and knowledge gaps
 - Processes for regular self-evaluation of every governor and the board's overall operation and effectiveness;
 - Commissioning external reviews of board effectiveness e.g. through School Improvement Partners.



Compliance

- Awareness of, and adherence to, responsibilities under education and employment legislation and where applicable, charity and company law and all other legal duties
- regard to Keeping Children Safe in Education (statutory guidance) to ensure that key safeguarding and safer recruitment duties are undertaken effectively;
- Plans to ensure that other key duties such as inclusion, special education needs and disability (SEND) are undertaken effectively across the organisation, and monitoring and oversight of the impact of pupil premium and other targeted funding streams