

School Governor

Governors are volunteers who give up their time to help the school be the best it can be. Their role is to work together with school leaders to set the strategic direction.

They have a crucial role in:

- Ensuring clarity of vision, ethos and strategic direction;
- Holding the headteacher to account for the performance of the school and its pupils; and
- Making sure that the school spends its money in the most effective way possible.

As part of the governing board, a governor is expected to:

1. Contribute to the strategic discussions at governing board meetings and relevant committee meetings which determine:

- the vision and ethos of the school;
- clear and ambitious strategic priorities and targets for the school;
- that all children, including those with special educational needs, have access to a broad and balanced curriculum;
- the school's budget, including the expenditure of the pupil premium allocation;
- the school's staffing structure and key staffing policies; and
- the principles to be used by school leaders in setting other school policies

2. Hold executive leaders to account by monitoring the school's performance including:

- agreeing the outcomes from the school's self-evaluation and ensuring they are used to inform the priorities in the school development plan;
- considering all relevant data and feedback provided on request by school leaders and external sources on all aspects of school performance;
- asking challenging questions of school leaders;
- ensuring school leaders have arranged for the required audits to be carried out and receiving the results of those audits;
- ensuring school leaders have developed the required policies and procedures and that the school is operating effectively in accordance with those policies
- acting as a link governor on a specific issue, making relevant enquiries of the relevant staff, and reporting to the governing body on the progress on the relevant school priority; and
- listening to and reporting to the school's stakeholders: pupils, parents, staff, and the wider community, including local employers.

3. Ensure the school staff have the resources and support they require to carry out their roles effectively. Ensure that school leaders:

- having the necessary expertise on business management (seeking external advice where necessary);
- carry out effective appraisals;
- maintain appropriate CPD (Continuing Professional Development);
- maintain safe and suitable premises, ensuring that the school's resources are used to ensure maximum impact for the pupils, staff and school community.

4. When required, serve on a panel of governors to:

- appoint the headteacher and other senior leaders;
- carry out the headteacher's appraisal;
- set the headteacher's pay and agree the pay recommendations for other staff;
- hear the second stage of staff grievances and disciplinary matters;
- hear the second stage of complaints in accordance with the complaints procedure; and
- hear appeals about pupil exclusion.

In order to perform this role well, a governor is expected to:

- get to know the school, including visiting the school termly during school hours and in agreement with the headteacher, and gaining a good understanding of the school's strengths and weaknesses;
- attend induction training and regular relevant training and development events;
- attend meetings (full governing board meetings and committee meetings) and read all the papers before the meeting;
- act in the best interests of all the pupils of the school; and
- behave in a professional manner, as set down in the governing board's code of conduct, including acting in strict confidence.

The average time commitment is five to eight hours per month, although this will vary. This includes meetings, background reading and school visits. School governors have a right to reasonable time off work for their public duties, although this may be unpaid.

Governors are appointed for a 4 year term of office albeit many people choose to serve multiple terms and, of course, as a volunteer governors can resign before their term is finished.

This is an unpaid, voluntary role. However, out of pocket expenses incurred as a result of fulfilling the role of a governor may be paid in accordance with the governing board's expenses policy.