

## School Governance at Millfield Science & Performing Arts College

### The purpose of governance:

The purpose of governance is to provide confident and strong strategic leadership which leads to robust accountability, oversight and assurance for educational and financial performance. The board of governors should operate at a strategic level, leaving the headteacher and senior school leaders responsible and accountable to it for the operational day-to-day running of the school.

All governance boards, no matter what type of school or how many schools they govern, have three core functions:

- Ensuring clarity of vision, ethos and strategic direction
- Holding 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

### The key features of effective governance:

Boards must be ambitious for all children and young people and infused with a passion for education and a commitment to continuous school improvement that enables the best possible outcomes.

Governance must be grounded in reality as defined by both high-quality objective data and a full understanding of the views and needs of pupils/students, staff, parents, carers and local communities. It should be driven by inquisitive, independent minds and through conversations focussed on the key strategic issues which are conducted with humility, good judgement, resilience and determination.

### Effective governance is based on six key features:

**Strategic leadership** that sets and champions vision, ethos and strategy.

**Accountability** that drives up educational standards and financial performance.

**People** with the right skills, experience, qualities and capacity.

**Structures** that reinforce clearly defined roles and responsibilities.

**Compliance** with statutory and contractual requirements.

**Evaluation** to monitor and improve the quality and impact of governance.

### Key tasks:

Governing boards should perform these key tasks in order to fulfil their statutory responsibilities:

#### Pupils

- Promote pupil attainment in all areas of the curriculum
- Promote improvements in pupil attainment
- Improve assessed pupil progress in English and maths
- Make effective use of pupil premium funding to close the attainment gap
- Meet the needs of pupils with special educational needs (SEND)
- Promote the highest possible standards of pupil behaviour
- Ensure the provision of appropriate sex education
- Ensure the provision of extra-curricular activities

#### Leadership

- Ensure that all necessary child protection procedures are in place
- Oversee pupil admission arrangements
- Oversee the implementation of a home-school agreement
- Oversee vigorous and effective teacher appraisal

#### Staff

- Ensure pay arrangements for all staff are cost effective and fair
- Provide the best possible staff, at all levels, throughout the school

- Conduct the headteacher's performance management review

#### **Other**

- Guarantee that all aspects of the school's finances are properly managed
- Guarantee that all relevant health and safety procedures are implemented
- Provide and maintain the highest possible quality of buildings and facilities
- Oversee the implementation of fair and effective complaints and grievance procedures

#### **Strategic Responsibilities of the Governors' Committees:**

##### **FULL GOVERNORS:**

Agenda set by the Local Education Authority

Strategic decisions.

Admission numbers.

Policy approval.

Overall review of the effectiveness of the school.

Review of: Department Annual Reports, SEF (Self Evaluation Framework) and SIP (School Improvement Plan).

##### **CURRICULUM AND STANDARDS (Teaching and Learning) COMMITTEE:**

The curriculum model.

The quality of teaching and learning.

The quality of behaviour and attendance strategies.

Areas of the curriculum that are doing well.

Areas of the curriculum that are under performing.

Reports on DA (disadvantaged), HA (High Ability), and SEND provision.

##### **PERSONNEL COMMITTEE:**

Teaching staff.

Non-teaching staff.

Pay.

Staffing model.

Staffing policy approval.

Equality.

##### **FINANCE COMMITTEE:**

Issues related to finance and financial regulations.

##### **BUILDINGS, HEALTH AND SAFETY COMMITTEE**

Deals with any issues related to buildings, health and safety.

\* There are other committees for issues like pupil discipline, pay and grievance

Full details of the Role of the Governing Body can be found here:

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