

The Christian School (Takeley)

DFE No. 881/6041
Registered Charity No. 1148518
Company Limited by Guarantee No. 8165830



TCST Governing Body

Governing Body

In light of the inspection in 2015 which highlighted the need for substantial change in the governance of the school, alongside the very real need for a flatter leadership the trustees decided the following;

- a) That a governing body be set up as an additional layer of management between The Trustees and Senior Leadership Team (SLT) enabling regular and clear communication between the two bodies.
- b) The governing body should consist of a mix of members of the following;
 - i. trustees
 - ii. members of the SLT (one being the head teacher)
 - iii. member of teaching staff
 - iv. Parent governors (by election)
 - v. community governors e.g. local minister/business/doctor.

Key roles of governors:

- To ensure clarity of vision, ethos and strategic direction
- To be mutually accountable to the Trustees and Head Teacher for the educational performance of the school and its pupils, and the performance management of staff
- To be mutually accountable to the Trustees and Head Teacher the financial performance of the school and make sure its money is well spent

They may also be asked to carry out a number of other important duties, which include:

- Determining how the school's budget is spent
- The appointing and dismissing of staff
- Hearing appeals and grievances
- Forming policy on the school's curriculum and collective worship
- Setting standards for pupils' behaviour and discipline
- Making sure school buildings are welcoming and safe
- Setting and monitoring the school's aims and policies

Who can be a school governor?

- You don't have to have children at the school to be a governor. However, you do have to be over 18, be a member of the school by application and pass a formal check for your suitability to be within a school. No specific qualifications are required but there are certain expectations*. What's really important is that you have energy, enthusiasm, time and a real desire to help provide children with the best possible education. We would expect a governor to be able to subscribe to the statement of faith of The Christian School (Takeley) Trust.
- Governors come from all sections of the community, and all walks of life. They can be parents, staff at the school, residents from the locality or representatives of local churches or businesses. It is important that you can work as part of a team, and can give commitment to the school.

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- There are usually, depending on the size of the school, between 9 - 20 people who make up the governing body. Advice, support and training for the role will be given. Some governors are elected by parents, some are appointed by the governing body or the Trustees, and this ensures governing bodies reflect the communities they serve.

Term of office and meetings

- The term of office for a school governor is normally four years. Most schools have a full governing body meeting once a term (for approximately 2 hours). You may also join a committee which usually meets once a term. Most governors find they usually attend meetings or visit a school three or four times each term. You may be invited to special occasions such as assemblies, sports days, plays and presentations.

Expectations.

The governing body expects the school to:

- understand and respect its role and purpose
- recognise the shared commitment to school improvement and securing the best outcomes for every child
- respect governors as volunteers who bring other skills, experiences and perspectives, and value their contribution
- work openly with the governing body and provide clear, concise and relevant information on which to base decisions
- enable all governors to become involved in the life of the school
- contribute to the induction, training and development of governors
- ensure that where educational jargon is unavoidable it is at least explained

The school expects the governing body to:

- respect the professional expertise of the head teacher and staff
- work openly in partnership with the head teacher and staff for the benefit of the school and its pupils
- demonstrate its commitment, collectively and individually
- act and take decisions that are in the best interests of the school and not those of self, individuals or groups
- support the school with parents and in the community
- recognise the need for both governor induction and ongoing training and development

The expectation of individual governors is that they will:

- enhance the work of the governing body to enable a strong focus on raising standards, so that every child achieves their potential
- demonstrate their commitment by getting to know the school and becoming involved in school life and activities
- take personal responsibility for their ongoing training and development

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- prepare for meetings so they are well informed, having at minimum read all of the papers sent out with the agenda
- attend meetings (governing body/committees/working group) and play an active part
- support the school with parents and in the community
- recognise the corporate status of the governing body and the concept of collective responsibility
- respect confidentiality and the need to act with circumspection

Code of conduct

The Governors in common with all volunteers at the school are bound by the staff code of conduct, and agree to abide by the school ethos and values, Safeguarding and in particular are thought of as staff with respect to the e-safety policy. All these policies are freely available on the school web site and printed versions are available from the school office.

Governor induction will include the expectation that training in Safeguarding, Safer Recruiting, Diversity and Protect legislation is done. Governors are also subject to a prohibition from school management check (section 128 barring) which will be done when they are made governors and if DBS checks are necessary at this stage. Governors will review and sign the code of conduct on an annual basis, ideally at the first meeting in the autumn term and Safeguarding will be an agenda item in each meeting.

Ratified: October 2015