



CROOK PRIMARY SCHOOL

FULL GOVERNING BOARD

CHAIR: Mrs J Gent
VICE CHAIR: Mrs S Kitching and Mrs S Smith

Terms of Reference

Strategic Leadership and Accountability:

- Work with school leaders to set a clear vision with a focus on pupil progress, achievement and wellbeing. Ensure this is communicated to the whole organisation and reviewed regularly.
- Set the values for the organisation and ensure these are embedded throughout the organisation and adhered to.
- Determine the strategic direction for the school.
- Monitor that school leaders are keeping up with their statutory duties in relation to the maintenance of the Single Care Record.
- Monitor and evaluate pupil progress and attainment by receiving reports and information from the Headteacher and other school leaders; compare against national and local benchmarks over time.
- Receive reports from committees, working parties or individuals and agree actions.
- Approve the School Evaluation Form and monitor throughout the year.
- Approve the School Improvement Plan priorities and monitor throughout the year progress towards agreed actions.
- Review and agree the school's Business Continuity Plan annually.
- Ensure the wellbeing of staff and that staff workload is managed.
- Ensure there is a transparent system for performance management of all staff which is clearly linked to the school's priorities. Have oversight of staff performance throughout the year.
- Ensure there are mechanisms in place to listen to and respond to the views of parents/carers, pupils, staff, local communities and employers.
- Agree recruitment process to be followed in relation to Senior Leader posts; where delegated ratify appointments.
- Final approval of the annual budget plan.
- Monitor the school's budget throughout the year.
- Agree expenditure limits for the Headteacher.
- Hold at least 3 meetings each academic year. Ensure that committee meetings are held in accordance with the agreed terms of reference.

People and Governance Structures:

- Elect and/or remove Chair of Governors and Vice Chair of Governors.
- Appoint Committee Chairs or delegate to each committee.
- Consider and agree delegation of functions to individuals or committees.
- Agree committee terms of reference and membership.
- Establish a register of Governors business interests
- Ensure Governors information on the Get Information About Schools register and the school website is up to date and compliant with current requirements.
- Confirm the Instrument of Government and subsequent amendments.
- Appoint Co-opted, Local Authority and where necessary Parent Governors to the Board.
- Review and monitor the Governor Induction Process.
- Have regard for Governors professional development.
- Where necessary, suspend or remove Governors from the Board.
- Appoint/dismiss the Clerk to the Governing Board.

Compliance and Evaluation:

- Agree annually the School Financial Value Standard Self-Assessment Checklist prior to the 31 March deadline and monitor the implementation of any identified actions.
- Consider business provided by Local Authority and other sources
- Suspend or end suspension of staff members.
- Ensure all statutory policies are in place and there is an effective policy review cycle.
- Review and agree the Governor Code of Conduct.
- Confirm arrangements for completion of a Governor Skills Audit.
- Ensure there is regular self-evaluation and review of individual's contribution to the Board as well as the Board's overall operation and effectiveness.
- As necessary, consider an external review of the Board's effectiveness.
- Ensure school website is up to date and compliant with current Department for Education requirements.

FINANCE AND PREMISES COMMITTEE

Terms of Reference

- Elect Chair.

Finance:

- Review and agree the first formal budget plan of the financial year for approval by the full Governing Board.
- Establish and maintain an up-to-date three-year budget plan, taking into account priorities in the School Improvement Plan, roll projection and signals from central Government and the Local Authority regarding future years' budget.
- Ensure that priorities detailed within the School Improvement Plan are appropriately costed and are reflected in the annual budget.
- Monitor the capital and revenue budget position statements to identify and address any anomalies from the anticipated position and report termly to the full Governing Board.
- Review and monitor outstanding debts and action taken.
- Review the Quarterly Written Report and Financial Report.
- Monitor and authorise expenditure including those over the Headteacher's delegated limit.
- Consider and approve spending decisions where competitive quotations or tenders are required in accordance with the current Contract Procedures Rules.
- Ensure the school operates within the financial regulations of the Local Authority and the requirements of the Department for Education School Financial Value Standard.
- Monitor the implementation of any actions identified in the School Financial Value Standard.
- Monitor expenditure of all voluntary funds held on behalf of the Governing Board and receive an audited annual statement of income and expenditure.
- Annually review the outcomes of the Asset Register Stock Check and approve the disposal of obsolete items.
- Oversee use and monitor impact of all additional grant funding eg Pupil Premium.
- Review and monitor all financial policies including lettings, charging and remissions and expenses policies.
- Consider and promote income generation.
- Annually review income generated from lettings, fees and charges, fundraising activities and the sale of assets.
- Monitor Extended Care provision including review of annual income and expenditure statements where applicable.
- Ensure the school has appropriate insurance cover in place.
- Annually review and adopt the school's Financial Procedures Manual and all other financial related policies.
- Annually review and make decisions in respect of service level agreements and other contracts and lettings.

- Make decisions on expenditure following recommendations from other committees.
- Ensure as far as is practical that health and safety issues are appropriately funded in accordance with agreed priorities.
- Annually review financial benchmarking data.
- Monitor the implementation of actions arising from the Internal Audit report or of a financial nature from other inspection regime reports.
- Ensure any instances of fraud or financial irregularity are reported immediately to the Head of Education and Skills and Chief Internal Auditor and Corporate Fraud Manager.

Premises:

- Annually approve the Health and Safety Policy ensuring that the school meets health and safety requirements.
- Ensure actions are taken in respect of relevant health and safety legislation.
- Receive and annual Health and Safety Audit Report and monitor any arising actions.
- Ensure that premises and the learning environment are maintained and are fit for purpose.
- Provide support and guidance for the Headteacher and Governing Board on all matters relating to the maintenance and development of the premises and grounds, including health and safety.
- Ensure that an annual inspection of the premises and grounds is undertaken and that priorities for maintenance and development are identified.
- Ensure professional surveys and emergency works are arranged as necessary.
- Oversee the use of premises by outside users.
- Annually review the school's Accessibility Plan and an Asset Management/ Building Development Plan.
- Receive and consider the recommendations from the annual Energy Report.
- Ensure appropriate Risk Assessments are carried out and reviewed on a regular basis.
- Ensure inspections of the school site, buildings and equipment take place annually and at appropriate intervals and that reports are shared.
- Monitor data on accidents and incidents.

MEETINGS	At least termly
QUORUM	
DISQUALIFICATION	where there may be a conflict of or a pecuniary interest.

Delegation to the Headteacher

The School Standards and Framework Act 1998.

The Governing Board can delegate to the Headteacher responsibility for deploying resources, subject to the provision in the Scheme of Financing of Schools in County Durham.

Expenditure

Any item of expenditure up to £5000.

Above this limit if item was previously notified to the Governing Board.

Prior Finance and Premises Committee or Chair of Governors approval (whichever is the soonest) to be sought outside of these limits and reported to the Finance and Premises Committee at the earliest opportunity.

NOTE:

Any goods/services purchased and works to be carried out are subject to the latest Durham County Council Contract Procedures Rules as published on the School's Portal.

CURRICULUM AND STANDARDS COMMITTEE

Terms of Reference

- Elect Chair

Strategic direction and statutory areas:

- Review, monitor and evaluate the curriculum offer.
- Contribute to the development and monitoring of the:
 - School Evaluation Form
 - School Improvement Plan
 - Targets for school improvement
- Develop and review policies identified within the school's policy review programme and in accordance with its delegated powers (e.g., Relationship Health and Sex Education and pupil discipline/behaviour).
- Ensure that the school's policy on Special Educational Needs Development is consistent with the Code of Practice and Equalities Act, most recent Keeping Children Safe in Education updates and receive termly reports from the Headteacher/SENDCo and an annual report from the Special Educational Needs Development Governor.
- Ensure the Special Educational Needs Development Policy is monitored and reviewed regularly and that the policy is known to parents/carers.
- Ensure the school complies with the provisions of the Equalities Act 2010.
- Where necessary ensure that all pupils have access to independent careers advice.

Curriculum and Improvement:

- Monitor and evaluate the effectiveness of leadership and management in relation to curriculum design, implementation and **impact**.
- Monitor and evaluate the effectiveness of curriculum design.
- Monitor and evaluate the school's own assessment of the impact of the curriculum for all groups of pupils to include Reading in all key stages.
- Monitor and evaluate the quality of education and the impact of the curriculum including Relationship Health and Sex Education.
- Monitor and evaluate the impact of continuing professional development on improving staff performance.
- Monitor and evaluate provision for all groups of vulnerable children e.g. children looked after and children in need and ensure all their needs have been identified and addressed.
- Monitor and review impact of additional grant funding e.g. Pupil Premium.
- Set priorities for improvement and monitor and evaluate the impact of improvement plans which relate to the committee's area of operation.
- Receive reports from external sources and agree actions to address recommendations; monitor and evaluate progress made.
- Ensure all children have equality of opportunity.

- Monitor pupils' attitudes, values and development of other personal qualities within the school through the provision of Relationship Health and Sex Education.

Behaviour, Personal Development and Well-Being:

- Ensure the school is fulfilling its responsibilities regarding safeguarding and child protection and the requirements of Keeping Children Safe in Education.
- Ensure Safeguarding policies are adhered to; monitor and review all safeguarding policies/procedures within school.
- Monitor and review data on behaviour, bullying, child on child abuse, attendance and exclusions.
- Ensure school is fulfilling its responsibilities with regards to pupils accessing alternative provision.
- Ensure that adequate provision is made for pupil transition.

Engagement:

- Monitor the school's publicity, public presentation and relationships with parents/carers and the wider community.
- Identify and celebrate pupil achievements.
- Oversee and monitor arrangements for out of hours provision, extra-curricular activities and educational visits including overnight stays.
- Ensure all statutory requirements for reporting and publishing information are met.
- Review and monitor the school's website to ensure that it is accessible and fully compliant with current DfE requirements.
- Ensure the school works well with its community, parents and other schools.

MEETINGS	At least termly
QUORUM	3
DISQUALIFICATION	None.

PUPIL DISCIPLINE COMMITTEE

Terms of Reference

- Elect Chair.
- Consider representations from parents/carers in the case of suspensions in line with statutory guidance.
- Consider the appropriateness of any permanent exclusion or any suspension where one or more suspensions total more than 15 school days in one term or where a pupil is denied the chance to take a public examination in line with statutory guidance.

MEETINGS	As and when required
QUORUM	3
DISQUALIFICATION	<ul style="list-style-type: none">• where there may be a conflict of or pecuniary interest.• any Governor whose spouse/partner is involved.

COMPLAINTS COMMITTEE

Terms of Reference

- Elect Chair.
- Consider complaint in accordance with the school's Complaints Procedure.

The Complaints Committee will consist of at least 3 Governors with no prior knowledge or involvement of the complaint.

MEETINGS	As and when required
QUORUM	3
DISQUALIFICATION	<ul style="list-style-type: none">• Headteacher.• Chair of Governors (if have prior knowledge).• Any Governor (if have prior knowledge).• where there may be a conflict of interest.• staff.

FIRST/PAY REVIEW COMMITTEE

Terms of Reference

- Elect Chair.
- Annually agree the Teachers' Pay Policy.
- Act in accordance with the Teachers' Pay Policy and School Teachers Pay and Conditions Document (STPCD) when carrying out the annual review of teachers' salaries.
- Consider any requests made in accordance with Human Resources policies e.g., leave of absence etc. (unless delegated to the Headteacher).
- Make any decisions under Human Resources procedures adopted by the Governing Board e.g. disciplinary, grievance, ill-health, capability etc. (Unless delegated to the Headteacher).
- Lifting of Headteacher's suspension (lifting of all other staff suspensions delegated to the Chair of Governors).
- Deal with matters relating to staffing reductions, restructures and changes to the permanent school staffing structure.

MEETINGS	At least annually
QUORUM	3
DISQUALIFICATION	<ul style="list-style-type: none">• Headteacher.• Chair of Governors (if have prior knowledge).• where there may be a conflict of interest.• any Governor whose spouse/partner is involved.• staff (annual pay review or matters related to a staffing reduction process).

APPEALS COMMITTEE

Terms of Reference

- Elect Chair.
- Consider any appeal against a decision made under the Human Resources policies adopted by the Governing Board.
- Consider any appeal against a decision made by the First/Pay Review Committee during the annual review of teachers' salaries.
- Consider any appeal against selection for redundancy through a staffing reduction process.

MEETINGS	As and when required
QUORUM	3
DISQUALIFICATION	<ul style="list-style-type: none"> • Headteacher. • Chair of Governors (if have prior knowledge). • any Governor involved in the original hearing. • where there may be a conflict of interest. • any Governor whose spouse/partner is involved. • staff (appeals in relation to salary or staffing reduction decisions).

HEADTEACHER'S PERFORMANCE REVIEW COMMITTEE

LEAD GOVERNORS: S Smith and J Gent

Terms of Reference

- Elect Chair.
- Set, with the support of the Local Authority Adviser, the Headteacher's annual performance objectives.
- Monitor throughout the year the performance of the Headteacher against agreed performance objectives and hold interim review meetings.
- Review, with the support of the Local Authority Adviser achievement of performance objectives.
- Make recommendations to the First/Pay Review Committee in respect of the Headteacher's performance and annual pay progression (where eligible).

MEETINGS	Autumn Term plus monitoring meetings
QUORUM	2
DISQUALIFICATION	<ul style="list-style-type: none"> • Headteacher. • Staff.

STAFFING COMMITTEE

Terms of Reference

- Elect Chair.
- Carry out an annual review of the staffing structure in consultation with the Headteacher and Finance and Premises Committee.
- Ensure the school is sufficiently staffed to fulfil the effective operation of the school and the School Improvement Plan.
- Oversee the recruitment and selection procedures for all staff.
- Keep under review work/life balance, working conditions and well-being including monitoring attendance management.
- Ensure that regular monitoring of the Single Care Record is undertaken and that it is up to date and compliant with current statutory expectations.

- Ensure that the school's policy on safeguarding and child protection is compliant with the most recent Keeping Children Safe in Education guidance and Durham Children's Safeguarding Partnership expectations.

MEETINGS	At least annually
QUORUM	3
DISQUALIFICATION	<ul style="list-style-type: none"> • where there may be a conflict of or pecuniary interest. • any Governor whose spouse/partner is involved.

Delegation to the Headteacher

School Staffing (England) Regulations 2009.

The Governing Board can delegate the power to appoint outside the leadership group to:

- The Headteacher
- One or more Governor with the right of the Headteacher to advise.
- One or more Governor and the Headteacher.

Appointments:

The Governing Board delegates to the Headteacher responsibility for the appointment of:

- Support Staff
- Temporary Teaching Staff
- Supply Cover
- All other posts with the involvement of the Staffing Committee.

Dismissals:

Governing Board delegates to the Headteacher responsibility in line with the delegation in school Human Resources policies.

STRATEGIC LEADERSHIP COMMITTEE

Terms of Reference

- Elect Chair.

Leadership and Management:

- Governors are highly ambitious for the pupils and lead by example. They base their actions on a deep and accurate understanding of the school's performance and of staff and pupils' skills and attributes.
- Ensure that they and the school promote tolerance of and respect for people of all faiths (or those of no faith), cultures and lifestyles; and support and help, through their words, actions and influence within the school and more widely in the community, to prepare children and young people positively for life in modern Britain.
- Ensure clarity of vision, ethos and strategic direction, including long-term planning.
- Contribute to the school's self-evaluation and understand its strengths and weaknesses, including the quality of teaching, and reviewing the impact of their own work.
- Understand and take sufficient account of pupil data, particularly their understanding and use of the school data dashboard.
- Assure themselves of the rigour of the assessment process.
- Are aware of the impact of teaching on learning and progress in different subjects and year groups.
- Provide challenge and hold the Headteacher and other senior leaders to account for improving the quality of teaching, pupils' achievement and pupils' behaviour and safety, including by using the data dashboard, other progress data, Headteacher examination outcomes and test results; or whether they hinder school improvement by failing to tackle key concerns or developing their own skills.
- Use the pupil premium and other resources to overcome barriers to learning, including reading, writing and mathematics.
- Provide support for an effective Headteacher.
- Monitor performance management systems and understand how the school makes decisions about teachers' salary progression, including the performance management of the Headteacher, to improve teaching, leadership and management.
- Engage with key stakeholders.
- Are transparent and accountable, including in terms of recruitment of staff, governance structures, attendance at meetings, and contact with parents and carers.

Behaviour and Safety:

- Ensure the school is fulfilling its responsibilities regarding child protection
- Working Together to Safeguard Children.
- Ensure the school has policies on Race and Disability Discrimination.

- Ensure the school has an effective behaviour and anti-bullying policy. Monitor the implementation of this policy and its impact.
- Ensure the school has a whole school drugs policy.
- Monitor the development of pupils' attitudes, values and other personal qualities.
- The school promotes inclusive policies that allow for the achievement of pupils.
- Take account of the school council in determining the way in which the school is conducted.
- Monitor attendance and exclusions.
- Ensure the safety of all pupils in school.
- Monitor how pupils are kept safe online – E safety training.
- Ensure safe practices in recruitment and retention.

MEETINGS	Held as necessary
QUORUM	3
DISQUALIFICATION	None