

THE BURY GOVERNOR

The Joint LA, BGA and BGD Governors' Newsletter Autumn Term 2019

Message from Julien Kramer

Dear Colleague

Welcome back to Education in lovely Bury. Thank you for your important work as a governor. I hope that you have had a restful and relaxing break – and that you return refreshed for another year of success and improvement.

We have seen some superb individual school results and there's also some very encouraging signs of an educational renaissance in Bury schools. That said there is much to be done if we are to become excellent. I will plan to brief you more fully when next we meet at the next BGA.

In the interim, my very good wishes to you and your fellow governors for another successful year.

Kind regards
Julien

Dates for your Diary

Chairs of Governors' Briefings:	03/09/19	14/01/20	23/04/20	6:45pm Peel Room Town Hall
Bury Governors' Association meetings:	14/11/19			7:00 pm Peel Room Town Hall
Bury Governor Development Group—board meetings:	TBC			TBC

Governor Helpline

If you need help with governance issues, please contact the Governor Support Team either by phone or email on:

0161 253 5688 OR 0161 253 5617

Governors.Support@bury.gov.uk

Or visit our website:

www.bury.gov.uk/schoolgovernors

Required Safeguarding Actions for Governing Bodies/Trusts in Bury Schools, Colleges and Centres

Following several recent serious case reviews into the deaths of young people, recommendations focus our attention on three critical Safeguarding areas. Each of these require that we have effective governance measures in place to secure the safety and well-being of our pupils and students.

1. Confirm that school has in place robust and secure internet controls to prevent pupil and student access to inappropriate material. For example, suicide related websites.
2. Confirm that information about safeguarding concerns is included as part of the student transfer between establishments.
3. The commissioning of counselling services for pupils/students must adhere to safe recruitment practices.

Please return the pro forma below to Jill Burley at J.Burley@bury.gov.uk

This information will be passed on to the Bury Safeguarding Board, the BGA, and the Safeguarding Quality Assurance and Performance Sub Group for their audit work in schools.

Thank you for your active support in this safeguarding matter.

Yours sincerely

Julien Kramer
Interim Assistant Director
(Education and Inclusion)

Electronic or fax service of Legal documents is not accepted

3 Knowsley Place, Duke Street, Bury, BL9 0EJ

www.bury.gov.uk

School Name:

	No – Required actions	Yes – Specify actions taken
Do you have evidence of regular internet security monitoring with a record of any breaches?		
Can you evidence the reliable transfer of safeguarding concerns when a pupil/student moves schools?		
Does school commission counselling services for pupils/students and do they adhere to safe recruitment practices?		

Message from the BGA Chair, Richard Ainsworth

Dear all

Welcome back to everyone after the Summer break. The previous academic year has seen some pretty big changes in Bury. The Summer term being particularly intensive, with governors being involved in the recruitment process for a new permanent Assistant Director and an extra BGA/BGD meeting. With no successful candidate, Julien Kramer will remain as interim AD for the foreseeable future. The June meeting saw Julien present to governors his vision for Bury and to answer questions; Bury is his 12th authority and that he considers himself to be a safe pair of hands. He stated that with governors' support his aim is to return Bury to its former leading status as an area, to which we added our wholehearted support. Steve Goodwin (Head of Strategic Business & Finance) gave an update on Schools' Funding - always a hot topic, whilst explaining the changes in the National Funding Formula and its impact on Bury schools - some good, some quite considerably less so.

Councillor Tamoor Tariq (Cabinet Member for Children & Families) joined in the discussion stating his support for the work that governors do for the improvement of Bury's young people, and that acknowledgement is echoed at council level.

Updates from the BGA and BGD followed and included a call for a few new active executive and development board members, new members have shown an interest and we eagerly await their involvement, but there's always room for more around the table. As I have said at some BGA events, the time input is minimal - getting an *equality* of views is essential for maintaining the balance if we're to be effective moving into the future.

During 2018/19 there have been a number of changes affecting governor training, which I'm sure Mark Lockwood will elaborate upon in his section of the newsletter. An extra-ordinary Chairs' and BGA open meeting was called to get members' feedback on the current situation and future direction of travel for governance development. Following this meeting, and just into the holidays, the BGA executive met with Julien Kramer to discuss the best way forward to benefit the system - initially focusing on clusters, building capacity for improvement within governors and trustees to help us recover the confidence and resilience to make big improvements possible.

Presentations are on the BGD website.

The Autumn term certainly looks set to be the springboard into the academic new year and we look forward to the November meeting. The AGM will be a great evening:

Thursday, 14th November, 2019
7:00pm, Town Hall

**Did you know that you are a Corporate Parent?
Are you interested in being a voice for our children and
young people in care?**

Then why not become a Corporate Parenting Champion

We are all the corporate parents of the children and young people in the care of Bury Council and care leavers. These children look to their corporate parents and trust us to ensure they get the best support, guidance and opportunities possible. Becoming a Corporate Parenting Champion could help ensure that the aspirations and experiences of the children and young people in care and care leavers are improved and enhanced.



**Corporate Parenting
Champion**

Could you be a Corporate Parent?

YES YES YES! We are looking for people at all levels and in all departments and teams across the Council and CCG. We need you to “champion” and raise awareness of corporate parenting, and why it is important to be a good corporate parent. We need you to be a voice for children and young people in care and care leavers within your work area, look for opportunities and experiences that could be offered, promote services to colleagues and spread the word to other corporate parents.

The role of Champion will not take up a great deal of time, agreement will be sought from your line manager and champions will be fully supported. An e-learning package will be provided to give basic information that you need and you will be offered a range of help and information along the way.

To find out more about what is involved please contact Jacqui Waite on j.waite@bury.gov.uk or x7340 – there is no obligation to sign up in the first instance.

As a Corporate Parent, have you ever considered fostering or being a Supported Lodgings provider or promoted these opportunities to people you know?

Foster with Bury, the council’s fostering team are currently recruiting more foster carers within Bury to help keep children in the local community. If you have a spare room, and interested in fostering please contact the team to find out how we support you financially, with training, and ongoing support.

If fostering isn't for you – how about being a Supported Lodgings provider, this fits in with your day-to-day life by providing a young person aged 16-21 years old a temporary place to live. You need to provide them with a home environment to learn basic skills of cooking, laundry, how to budget, set up a bank account, apply for jobs etc. The young people in Supported Lodgings are engaged in education, apprenticeships, or working. We support you with training and pay you an allowance of £200 a week. If you are interested in Fostering or Supported Lodgings please contact the team for more information on 0161 253 6868



Fostering with Bury
adoptfosterbury.org.uk 0800 9555 311



Bury Governance Development Group
Chair—Mark Lockwood
M.lockwood@philipshigh.co.uk

Bury Governor Association
Chair—Richard Ainsworth
r.ainsworth@holcombebrookprimary.org.uk

Increasing Physical Activity

There is a Government publication on how to increase physical activity in schools. You can access this document by clicking **[HERE](#)**.



Message from the BGD Chair, Mark Lockwood

I hope that all governors and trustees had an enjoyable Summer break.

Last year saw changes and challenges for governor development in Bury. This culminated in a joint BGA/BGD meeting at which governors felt that it was worth pursuing the continuation of the training programme. The Board has agreed that Mark Granby will continue in his facilitation role for now. The programme for the Autumn term is being finalised and will soon be available at (www.burygd.co.uk). Following the feedback we have received, we are hoping that we will be able to offer a wider variety of course venues for the Autumn programme. The website will also provide a link to the NGA learning link, an online learning tool that is available to all governors in schools that have bought in to the full governor package.

The interim Assistant Director of Education is very supportive of effective governor training. We will be meeting with him to discuss the future direction of travel. We will, of course, keep governors fully informed of any developments.

Best regards

Mark Lockwood

Quality Standards and Performance Service Changes

Bury's School Improvement Service has been renamed the Quality Standards and Performance Service.

Along with a new name we welcome a new colleague, Damian Kay to the team. Damian joins us, following the departure of Steve Tilley back into the school sector as Executive Principal of a Multi Academy Trust. Damian's role is as the Quality Standards and Performance Officer for primary schools. We are delighted that Damian is joining us from primary headship.

In addition we are changing the name of our School Effectiveness Partners to Quality Education Partners (QEPs) from 1 September. This links to changes within the service, the introduction of the new inspection framework and a refresh of the offer. More to follow...

Contacts:

- Wendy Jackson, Quality Standards and Performance Officer
w.jackson@bury.gov.uk or 0161 253 5984 for secondary
- Damian Kay, Quality Standards and Performance Officer
damian.kay@bury.gov.uk or 0161 253 7683 for primary

Recruitment and Selection

Having the right people in the right posts is crucial to the success of any organisation. The Governor Handbook (March 2019) Section 6.5 starting on page 73 contains essential information for governors regarding recruitment.

Responsibilities include Governing Boards making sure that sufficient persons who interview job applicants have completed safer recruitment training. Specific and detailed information about required safer recruitment practices can be found within 'Keeping Children Safe in Education'. Boards responsible for appointing staff in schools should make themselves familiar with *Part three: safer recruitment*. The 2018 document and 2019 draft document can be found at <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

Maintained Schools only

Where the LA is the employer, a representative of the authority may attend proceedings relating to the selection of any teacher. The board must consider any advice offered by the representative. Where the board is the employer and where it has been agreed the LA has advisory rights, which is currently the case for all voluntary aided and foundation schools in Bury, the board must consider any advice offered.

Bury LA takes up the right to be represented at head teacher and deputy headteacher level appointments only, whenever possible. This includes attendance at shortlisting and interview for which there is no charge. We also offer support for recruitment processes through our Traded Offer to schools including guidance on the full recruitment process through to appointment.

If schools have head teacher or deputy appointments then please contact us as soon as possible, particularly if you are requesting support through our traded offer.

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Head Teacher Appraisal in maintained schools (A reminder)

Governors in maintained schools should follow their adopted policy in relation to process, timeframes and pay progression deadlines (31 October for teachers and 31 December for head teachers). The governing body is responsible for head teacher appraisal which is a key element in holding head teachers to account for the quality of education in schools. Three governors should be appointed as reviewers and a minimum of two governors must be present at the review and target setting meeting/s.

Objectives must be set and assessed against the Teachers' Standards <https://www.gov.uk/government/publications/teachers-standards>. Governors may also wish to use the National Standards of Excellence for Head teachers <https://www.gov.uk/government/publications/national-standards-of-excellence-for-headteachers>.

It is a legal requirement for appointed governors to be supported in the process by a suitably qualified external advisor. The role of the external advisor is to provide professional expertise to support appointed governors both in judging progress towards current objectives through evaluating the impact of the head teacher's leadership and in setting objectives for the new year that are relevant, realistic and appropriate.

The Quality Standards and Performance Service has a number of education professionals acting as Quality Education Partners to Bury schools including through our Traded Services offer. These colleagues can act as external advisors for performance management. Should any Governing Board wish to avail themselves of this aspect of the role then please contact your Quality Education Partner directly. If a school does not have a Quality Education Partner through the LA and wishes to use our service for the external advisor role then please contact us and we will endeavour to meet the request.

A number of governing boards have chosen to undertake head teacher appraisal before the teacher appraisal cycle starts; this process must be completed by 31 October so governors will need to initiate head teacher appraisal very early in the autumn term if they wish to complete the head's appraisal first.

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- Wendy Jackson, Quality Standards and Performance Officer
w.jackson@bury.gov.uk or 0161 253 5984 for secondary
- Damian Kay, Quality Standards and Performance Officer
damian.kay@bury.gov.uk or 0161 253 7683 for primary

Alternative Provision

Governors should be aware of the school's responsibilities for pupils that are on the school roll but are being educated off site, either full or part-time. Governors should also be assured that any alternative provision used has been checked in advance. The school should be aware of the attendance and progress of each and every child. Arrangements should be in place to monitor the pupils' experience in the provision.

Keeping Children in Safe in Education (2018) states *"Where a school places a pupil with an alternative provision provider, the school continues to be responsible for the safeguarding of that pupil, and should be satisfied that the provider meets the needs of the pupil. Schools should obtain written confirmation from the alternative provider that appropriate safeguarding checks have been carried out on individuals working at the establishment, i.e. those checks that the school would otherwise perform in respect of its own staff."*

Inspectors will check at the start of an inspection if the school has any pupils educated off-site. Inspectors must evaluate how well a school continues to take responsibility for its pupils who attend alternative or off-site provision. Inspectors need to be assured that leaders have ensured that the alternative provision is a suitable and safe placement that will meet pupils' needs. They will give specific attention to the acquisition of knowledge and skills in lessons and on-site separate provision and evidence of learning in off-site alternative provision. Inspectors will also scrutinise the school's records and documentation relating, for example, to the welfare and safety of pupils in alternative provision. Further details can be found in Ofsted's School inspection handbook (May 2019) p67 <https://www.gov.uk/government/publications/school-inspection-handbook-eif>

Education Endowment Foundation Resource for Governors

The Education Endowment Foundation (EEF) is an independent charity which is designated by the government as the What Works Centre for Education. The EEF's mission is to break the link between family income and educational achievement. They support schools with two critical aspects:

- improving outcomes for 3-18 year-olds by increasing the quality of teaching and learning, and
- closing the attainment gap between disadvantaged young people and their peers.

The Education Endowment Foundation (EEF) recently released the '[EEF guide to becoming an evidence-informed school governor and trustee](https://educationendowmentfoundation.org.uk/tools/governors-guidance/)'. The 12 page document can be found at <https://educationendowmentfoundation.org.uk/tools/governors-guidance/>. It contains links to relevant materials on other websites.

New Inspection Framework

Just a reminder that the new inspection framework will be implemented from 1st September 2019. May's Press Release outlining the changes can be found at <https://www.gov.uk/government/news/ofsteds-new-inspection-arrangements-to-focus-on-curriculum-behaviour-and-development>

For Training Courses

To book a course or for further information:

Email: training@besttrust.uk

Telephone: 0161 603 4628

Work Ready For Life Chances (Secondary Schools only)

This pilot project, commissioned by Bury Council and delivered by MPLOY Solutions, offers a personalised and supportive work experience programme for targeted pupils in years 10 and 11 who face barriers that are preventing them from participating in school life and may be at risk of becoming Not in Education, Employment or Training.

It is open to any secondary schools, including the Pupil Referral Unit and the Virtual School. The programme provides a flexible range of work experience activities suitable for the target groups in consultation with individual schools. Bury Council would suggest pupils who are LAC would really benefit and that schools bear this in mind when identifying pupils for this programme. MPLOY will support each business to provide a well-planned and supportive experience; health and safety visits and monitoring will be carried out by MPLOY. Intensive, wrap-around support can be provided where needed and agreed with the school. The key outcomes are that the pupils, through a positive experience, re-engage with education and progress into an Apprenticeship, employment or further education.

For further information, please contact Vilma O'Shea, 14-19 Transition Manager, Bury Council, v.oshea@bury.gov.uk Tel: 0161 253 5983 (Direct).

GOVERNOR TRAINING

Bury Safeguarding Training Dates

Domestic Abuse and Violence, Wednesday 18/09/2019
9:00am-5.00pm @ Bury Business Lodge

Safe and Sound, Thursday 19/09/2019
9:00am-5.00pm @ Bury Business Lodge

Working Together to Safeguard Children, Monday 06/10/19
9:00am-5.00pm @ Bury Business Lodge

Graded Care Profile 2, Tuesday 08/10/2019
9:00am-5.00pm @ Bury East Spoke

Managing Allegations, Thursday 10/10/2019
9:00am-12.30pm @ Townside (Room 501)

Working Together to Safeguard Children, Monday 14/10/19
9:00am-5.00pm @ Bury Business Lodge

Graded Care Profile 2, Tuesday 05/11/2019
9:00am-5.00pm @ Bury East Spoke

Safer Recruitment, Tuesday 12/11/19
8:45am-5:00pm @ Bury Business Lodge

E-Safety & Cyber Safety, Thursday 21/11/2019
9:00am-5.00pm @ Townside (Room 501)

Graded Care Profile 2, Tuesday 03/12/2019
9:00am-5.00pm @ Bury East Spoke

A full list of courses can be found at:
www.buryscbglobal.net/AvailableCoursesList.asp

To book a course: - Log on to the training website and select New Account to create an account. Each person requiring training must have their own account. If you already have an account and have forgotten your login details, please contact June Short at j.short@bury.gov.uk
Please note: You can book onto a course that is already fully booked to go on a waiting list.