

# Bury Governor Association

## Working together

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# Good governance is ethical, effective & accountable



# Collaboration, challenge & support



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## What governing boards and school leaders should expect from each other

**This joint paper aims to improve the effectiveness of school governance. Underpinning it is an expectation that governing boards and school leaders will jointly develop effective working practices which are mutually supportive and respectful of each other's roles and responsibilities.**

The use of the term 'governing board' in this document refers to governing bodies in maintained schools and trust boards in academies. In multi academy trusts (MATs), boards may choose to delegate some of their responsibilities to a regional

Effective governance is essential for the health and success of any organisation. In any sector, when an organisation fails, there has often been a failure of governance. If we wish to prevent any school or academy trust failing its pupils, we need to ensure that governance is strong.

Effective governing boards should therefore be prepared and equipped to take their responsibilities seriously.

**Governing boards must have:**

- a willingness to provide information in the most appropriate way in order that the governing board can carry out its role
- a willingness to be challenged
- reasonable time to devote to ensuring professional relationships are established with governors and trustees
- the skills and understanding to develop effective working relationships with the governing board

# Creating a strategy to turn vision into reality

## 1st core function of the Governing Board:

Setting vision, values, ethos and strategic direction, and ensuring a healthy culture which will deliver that strategy

How can you evidence that the ethos supports pupils with SEND?

What is the vision? Does it include SEND?

Where are we now?

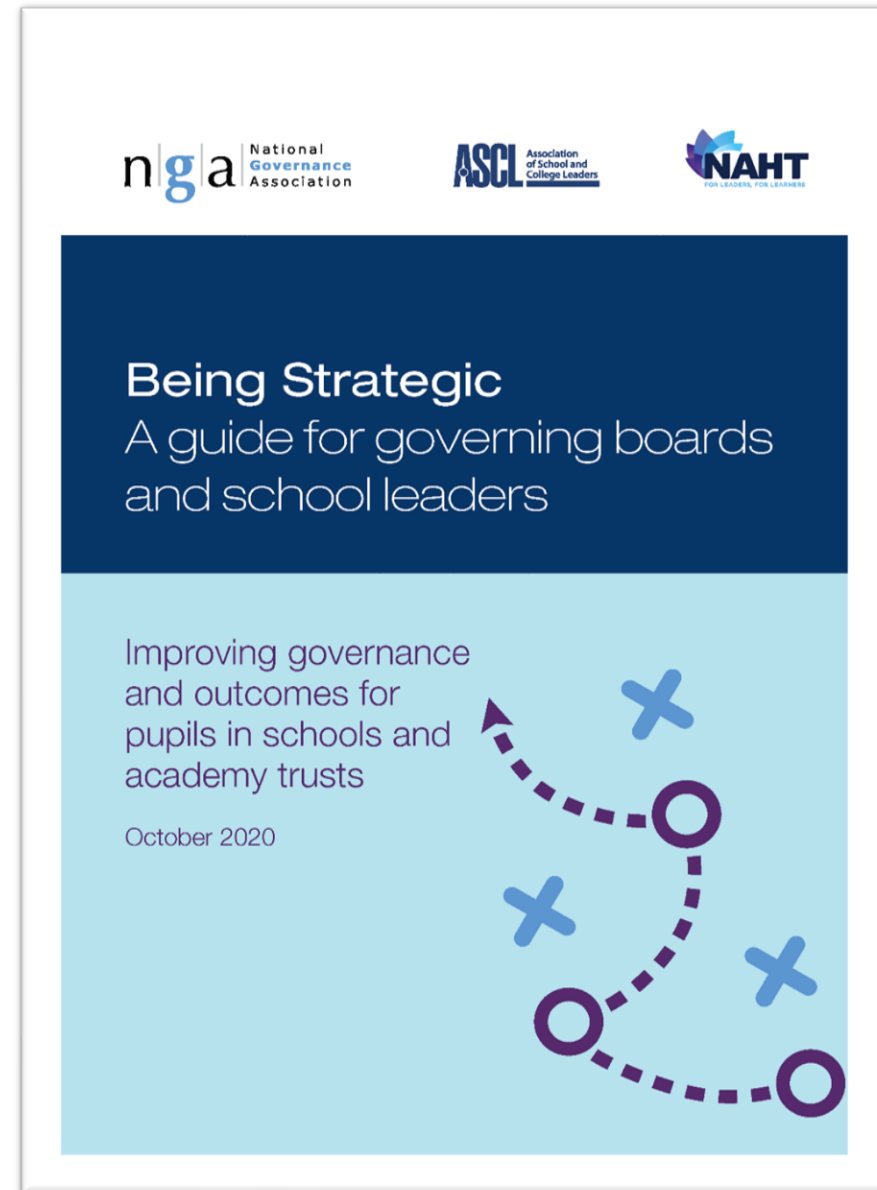
How do we get there?

How do we know if we are getting there?

Do we measure what we value?

## Take control of your own destiny

<https://www.nga.org.uk/being-strategic.aspx>



# Staff and Leader Wellbeing evaluation tool



**NEW GUIDANCE AND RESOURCES**

## **Staff and leader wellbeing: evaluation tool for governing boards**



[www.nga.org.uk/wellbeing-tool](http://www.nga.org.uk/wellbeing-tool)

# Headteacher standards

- Published by the Department for Education in October 2020
- Provide context for governing boards: recruitment, appraisal & development

[Link: New-Headteachers-Standards](#)

- What does NGA's survey data tell us?:



# Most popular e-learning module

nlgla  
learninglink  
TRIAL

INTERACTIVE  
FLEXIBLE  
AFFORDABLE  
ESSENTIAL

E-LEARNING  
ANYTIME, ANYWHERE

GOVERNORS | TRUSTEES | CHAIRS | CLERKS

FREE TRIAL

# Headteacher and executive recruitment toolkit



**NEW GUIDANCE AND RESOURCES**

## Headteacher and executive recruitment toolkit for governing boards



[www.nga.org.uk/headteacher-recruitment-toolkit](http://www.nga.org.uk/headteacher-recruitment-toolkit)



# Clerking isn't just a minute taking role

researcher

counsellor

trainer

decision  
maker

troubleshooter

compliance  
officer

coach

lawyer

problem  
solver

# Common barriers to securing effective clerking:

1. Boards not understanding of the role and not valuing it enough
2. Difficulty recruiting/securing professional quality clerking
3. No job description provided; or an unclear, out-of-date JD
4. Lack of independence e.g. employed in another capacity
5. Lack of training: Leading Governance clerks' development programme
6. Lack of appraisal and performance management
7. Lack of time to do the job
8. Poor working arrangements
9. Lack of confidence to carry out all aspects of the role and confront issues

# Some guiding principles to follow

1. Seek advice and use networks to recruit
2. Don't underestimate the number of hours your clerk works
3. Pay at a rate commensurate with the role
4. Require induction, ongoing CPD and support it
5. Carry out an appraisal of the individual or the service
6. Encourage professional growth/networking/reaching out for support
7. Keep working arrangements under review and try and stick to them

Thank you for listening

I look forward to your questions