

SUPPORTING THE DEVELOPMENT OF STRONG GOVERNANCE

FOR LINCOLNSHIRE



VISION AND COMMITMENT

We are committed to develop and improve the support available to strengthen the governance of Lincolnshire schools.

Lincolnshire Teaching Schools Together (LTT), The Lincolnshire Learning Partnership (LLP), Lincolnshire County Council (LCC), Lincoln Anglican Diocese and the National Leaders of Governance (NLG) and Local Leaders of Governance (LLG) have all worked together to produce what we believe to be a comprehensive and coherent support mechanism for governance.

We recognise the vital role which Governors/Trustees play in the education system, and believe strongly that there should be a comprehensive and coherent offer which all of those involved in school governance, irrespective of experience, can access to improve their knowledge and understanding in order to impact positively on the schools in which they work.

We have worked closely and in partnership with the National Governance Association (NGA) to ensure that quality and appropriateness sit at the heart of our support.

Our commitment is to ensure that all Governors/Trustees from across Lincolnshire are able to access appropriate support locally throughout the year. We aim to explain that offer and to make it simple to book Professional Development and to source bespoke support.

Lincolnshire
COUNTY COUNCIL
Working for a better future



n|g|a National
Governance
Association



FACE-TO-FACE PROFESSIONAL DEVELOPMENT

Professional Development is a basic expectation for improvement in the knowledge and understanding of the role of Governor/Trustee. We have identified a broad range of Professional Development support for Governors/Trustees, both accredited and non-accredited, which covers all aspects of governance.

The Professional Development is delivered by a range of providers but is co-ordinated to ensure clarity and consistency and lack of duplication.



STRENGTHENING GOVERNANCE

A programme of Professional Development sessions for Governors/Trustees of all types of school organisations.

AIM:

This programme of Professional Development support consists of a suite of sessions which aims to help individual Governors/Trustees. This will enable them to take back ideas and resources to their colleagues to help strengthen their governance work as well as the collective work of the Governing Body/Board of Trustees.

INTENDED OUTCOMES:

The programme has been designed to respond to the Ofsted Inspection Handbook (September 2015) that states that inspectors should judge the effectiveness of governors in discharging their core statutory functions and that they are committed to their development as governors in order to improve their performance.

THE PROGRAMME:

The programme draws on the DfE Governance Handbook and Governance Competency Framework and is offered in partnership with the National Governance Association (NGA).

There are three types of session included within the programme:

- 1 90-minute **early evening sessions** which are being run in several locations across Lincolnshire
- 2 90-minute sessions that can be delivered for **individual schools or groups of schools**
- 3 **Chair's Development Programme:** A programme of three half-day sessions in the spring term for Chairs of Governing Bodies/Trustees and those planning or aspiring to be Chairs. This programme has been developed as an alternative to the National College for Teaching & Leadership programme for Chairs.



1. EARLY EVENING SESSIONS

1. Ensuring Strong Governance: Purpose, Processes and People

This session provides an overview of what strong governance looks like and provides participants with tools and techniques to strengthen governance. The session is especially useful for Chairs, Headteachers and Clerks to attend together. The session is equally useful for new and experienced Governors/Trustees.



2. Ensuring Strong Governance: Focus on school visits

This session looks in depth at the critical importance of Governor/Trustee visits to schools/academies as part of strong governance. This session is appropriate for all Governors/Trustees.

3. Ensuring Strong Governance: Focus on safeguarding

This session looks at how strong governance linked to school/academy safeguarding practices can be secured. The session is especially appropriate for designated safeguarding Governors/Trustees but is appropriate for all those involved in governance.

4. Ensuring Strong Governance: Focus on SEND

This session looks at how strong governance linked to school/academy arrangements for pupils with SEND can be secured. The session is especially appropriate for SEND Governors/Trustees but is appropriate for all those involved in governance.

5. Ensuring Strong Governance: Focus on understanding pupil achievement data

This session looks at supporting Governors/Trustees with understanding the nationally provided data that is available for their school/academy so that they can have an effective dialogue with school leaders regarding school/academy performance. The session is appropriate for all those involved in school/academy governance.

6. Ensuring Strong Governance: Focus on value for money and the use of Pupil Premium funding

This session looks at how Governors/Trustees can discharge their responsibilities regarding the effective use of available financial resources. It focuses especially on the impactful use of Pupil Premium funding for which Governors/Trustees hold the accountability. This session is especially appropriate for those who are linked to financial governance but is also appropriate for all those involved in governance.

2. SESSIONS FOR INDIVIDUAL SCHOOLS OR GROUPS OF SCHOOLS

90-minute sessions can be delivered to Governors/Trustees of individual schools or groups of schools.* Delivery of these sessions could be made more bespoke to the audience.

For more detail, please contact stronggovernance@lincstsa.co.uk

Ensuring Strong Governance: Purpose, Processes and People - a bespoke version of this session can be delivered for a MAT. The delivery will incorporate the particular governance model of the MAT with its particular Scheme of Delegation.

Running Effective Panels: How to be effective as a panel member - the content will be linked to complaints, pupil and staff discipline.

Performance Management and Performance-Related Pay: How to ensure that you are meeting the requirements of the STPRB and Ofsted.

Preparing for Ofsted Inspection: How to prepare effectively for the inspection of governance.

Developing your Vision, Mission, Values and Strategic Priorities: How to shape the strategic direction of your school/academy. (What does being strategic mean?)

Thinking about joining or becoming a MAT: How to best consider if this is the best option for you.

*Please note that the cost of delivering a session is £800 irrespective of group size

3. CHAIR'S DEVELOPMENT PROGRAMME - SUCCESSION PLANNING

Designed to support schools with succession planning for Chair, Vice-Chair, Chairs of Committees.

SESSION CONTENT

- 1** The requirements of governance. The key role of the Chair. The key challenges of the Chair's role and how to tackle them. How can models of effective leadership help? Considering personal skills, attributes and behaviours.
- 2** Models of leadership, associated skills, attributes and behaviours. Developing the Governing Body – the role of coaching.
- 3** Building a strong team. The role of the Clerk. Putting systems and processes in place to secure strong governance. Pulling it all together.



GOVERNOR PARTNERSHIP MEETINGS

To support all Governing Bodies, Lincolnshire County Council delivers Governor Partnership meetings in the autumn, spring and summer terms. This provides key strategic updates so Governors/Trustees are kept up-to-date. Topics often include standards, updates on the national and regional agenda, Lincolnshire Learning Partnership updates, accessing support and provision within the county and much more.

DATE	TIME	VENUE
Monday 16th October 2017	7pm-9pm	Sir Robert Pattinson Academy, North Hykeham
Wednesday 18th October 2017	7pm-9pm	Banovallum School, Horncastle
Wednesday 1st November 2017	7pm-9pm	Boston West Golf Club, Boston
Thursday 2nd November 2017	7pm-9pm	The Walton Girls' High School, Grantham
Monday 19th March 2018	7pm-9pm	Sir Robert Pattinson Academy, North Hykeham
Tuesday 20th March 2018	7pm-9pm	Banovallum School, Horncastle
Wednesday 21st March 2018	7pm-9pm	Boston West Golf Club, Boston
Monday 26th March 2018	7pm-9pm	The Walton Girls' High School, Grantham
Monday 25th June 2018	7pm-9pm	Sir Robert Pattinson Academy, North Hykeham
Wednesday 27th June 2018	7pm-9pm	Banovallum School, Horncastle
Monday 2nd July 2018	7pm-9pm	The Walton Girls' High School, Grantham
Wednesday 4th July 2018	7pm-9pm	Boston West Golf Club, Boston

ALL GOVERNORS/TRUSTEES ARE WELCOME TO ATTEND AND THERE IS NO COST TO THESE MEETINGS.

Autumn Term bookings are open on Eventbrite:

www.eventbrite.co.uk/o/lincolnshire-county-council-13906510894

ONLINE TRAINING

To support all schools and academies in Lincolnshire, the Local Authority (LA) subscribes to the NGA Guided e-learning module. This provides a suite of online training materials that reflect the core content of training to enable Governors to be effective.

The online guided learning is developed in partnership between the National Governance Association (NGA) and the Virtual College. It is good practice to revisit this training and share training certificates with your Clerk to Governors.

To access this training, please visit NGA - Consultancy and Training Learning Links:

www.nga.org.uk/ConsultancyandTraining/NGA-Learning-Link-e-learning.aspx



CALENDAR, VENUE AND COST

COURSE	VENUE	DATE	TIME	COST
Ensuring Strong Governance; Purpose, Process and People	Lincoln	Thursday 12th October 2017	6.30pm-8pm	£75pp
	Horncastle	Thursday 16th November 2017	6.30pm-8pm	£75pp
	Grantham	Tuesday 17th October 2017	6.30pm-8pm	£75pp
	Boston	Wednesday 22nd November 2017	6.30pm-8pm	£75pp
Ensuring Strong Governance; Focus on school visits	Lincoln	Monday 16th October 2017	6.30pm-8pm	£75pp
	Horncastle	Tuesday 23rd January 2018	6.30pm-8pm	£75pp
	Grantham	Thursday 23rd November 2017	6.30pm-8pm	£75pp
	Boston	Tuesday 17th April 2018	6.30pm-8pm	£75pp
Ensuring Strong Governance; Focus on safeguarding	Lincoln	Thursday 9th November 2017	6.30pm-8pm	£75pp
	Horncastle	Thursday 15th March 2018	6.30pm-8pm	£75pp
	Grantham	Thursday 14th June 2018	6.30pm-8pm	£75pp
	Boston	Tuesday 19th June 2018	6.30pm-8pm	£75pp
Ensuring Strong Governance; Focus on SEND	Lincoln	Thursday 7th December 2017	6.30pm-8pm	£75pp
	Horncastle	Wednesday 7th February 2018	6.30pm-8pm	£75pp
	Grantham	Thursday 26th April 2018	6.30pm-8pm	£75pp
	Boston	Wednesday 9th May 2018	6.30pm-8pm	£75pp
Ensuring Strong Governance; Focus on understanding pupil achievement data	Lincoln	Wednesday 8th November 2017	6.30pm-8pm	£75pp
	Horncastle	Tuesday 21st November 2017	6.30pm-8pm	£75pp
	Grantham	Thursday 30th November 2017	6.30pm-8pm	£75pp
	Boston	Tuesday 5th December 2017	6.30pm-8pm	£75pp
Ensuring Strong Governance; Focus on value for money and the use of PP funding	Lincoln	Wednesday 24th January 2018	6.30pm-8pm	£75pp
	Horncastle	Monday 14th May 2018	6.30pm-8pm	£75pp
	Grantham	Thursday 1st February 2018	6.30pm-8pm	£75pp
	Boston	Tuesday 30th January 2018	6.30pm-8pm	£75pp

Lincoln: Keyworth Centre, LN6 0EP

Grantham: The Priory Ruskin Academy, NG31 8ED

Horncastle: Banovallum School, LN9 6DA

Boston: Staniland Academy, PE21 8DG



COURSE	VENUE	DATE	TIME	COST
Chair's Development; Session 1	Keyworth Centre, Lincoln LN6 0EP	Monday 15th January 2018	1pm-5pm	Package of all 3 sessions £250pp
Chair's Development; Session 2	Keyworth Centre, Lincoln LN6 0EP	Thursday 25th January 2018	1pm-5pm	
Chair's Development; Session 3	Keyworth Centre, Lincoln LN6 0EP	Monday 5th March 2018	1pm-5pm	

To book a place on one of the sessions on pages 6 & 7, please visit www.lincolnshiretsa.co.uk

The following sessions are available on request:

- Purpose, Processes and People
- Running Effective panels
- Performance Management and Performance-Related Pay
- Preparing for Ofsted inspection
- Developing your vision, mission, values and strategic priorities
- Thinking about joining or becoming a MAT



Bespoke school sessions: £800

Please contact us for more information:
stronggovernance@lincstsa.co.uk

CONSULTANCY SUPPORT TO STRENGTHEN GOVERNANCE

Lincolnshire Teaching Schools Together (LTT) has worked with the Lincolnshire Learning Partnership (LLP) and the National Leaders of Governance (NLGs) based in Lincolnshire Schools to develop a consultancy support model to help schools, academies and MATs to strengthen their governance arrangements and to help them to address specific governance challenges they are facing.



To build the capacity to deliver this support across Lincolnshire a group of Local Leaders of Governance (LLG) has been recruited to supplement the NLG team. Information about members of the team and their experience and expertise is available on the LTT website.

This highly experienced team of governance professionals can provide schools, academies and MATs with bespoke support such as:

- Mentoring/coaching new Chairs and those Governors with specific roles, e.g. safeguarding, finance, etc
- Governance Health Checks
- Helping to draw up action plans to improve governance, e.g. following pre-warning notices
- Independent advice and guidance related to:
 - Academisation
 - Forming and joining a MAT
 - Re-structuring a Governing Body
 - Setting up fit-for-purpose MAT governance structures and processes
- Supporting panel work: complaints panels, disciplinary panels
- Supporting preparation for Ofsted inspection and helping to draw up plans to address issues identified by inspection reports
- Supporting strategic planning: vision, values, strategic priorities
- Support and guidance linked to specific challenges being faced by Governing Bodies/Trusts
- Review and development of governance documentation: Terms of Reference, effective minutes which provide a governance evidence trail and agendas which drive effective governance business
- Drawing up strengthening governance training and development plans, including succession plans and 360 degree appraisal of Chairs

Support can be in the form of phone calls, email correspondence, face-to-face meetings, attendance at governance meetings, etc.

This list is not comprehensive and the team will be able to talk with you about your particular support requests.

To access support contact:
stronggovernance@lincstsa.co.uk

COST £225 per half-day equivalent



EXTERNAL REVIEWS OF GOVERNANCE (ERGS)

An external review of governance looks at how well your school/academy's Governing Body is working. An external system leader or governance professional works with the Governing Body, Headteacher and Clerk to improve the performance of your Governing Body.

Ofsted will sometimes recommend that a school has a review. In this case, the purpose of the review is to enable a school to move from a rating of 'requires improvement' or 'inadequate' to at least 'good'.

The review is designed as support to improve and develop governance, and not as an additional inspection. It will help your Governing Body to identify priorities for improvement, and provide support on what steps to take.

It aims to help your Governing Body to:

- be more skilled, focused and effective
- be more aware of the freedoms that it has to work in different ways
- be clear in its vision for the school or academy and how, together with the school leadership team, it can achieve this
- be confident that it has a clear delineation of roles and responsibilities
- have the right number of skilled and committed Governors to meet the needs of the school or academy
- hold school leaders to account for improving outcomes for all pupils, including those who are disadvantaged
- be clear about how it ensures that its young people are well prepared to be responsible citizens in Britain



COST

An external review of governance will usually take between 2 to 3 days, including a follow-up visit to review impact. The charge for a review will be agreed between the reviewer and the school/academy, however the estimated cost is around £1,000 to £1,500.

TO REQUEST A REVIEW

Reviews can be arranged by contacting stronggovernance@lincstsa.co.uk or the NLG directly

ADDITIONAL SUPPORT FOR GOVERNORS/TRUSTEES

BESPOKE SUPPORT FOR GOVERNORS OF CHURCH OF ENGLAND SCHOOLS AND ACADEMIES

The Lincoln Diocesan Education Team provides a comprehensive training programme for all Governors serving in primary and secondary Church of England schools. Tailored to the needs of Governors and their schools, training can take the form of school-based or cluster daytime or twilight sessions and in the larger network events such as the Diocesan Governor Conference.

Highly experienced Diocesan advisers are able to lead practical and bespoke training and support on a broad range of themes including:

- Preparing for Inspection (Ofsted and SIAMS)
- Monitoring and evaluating the effectiveness of a Church school
- Understanding data
- Headteacher performance management
- Joint leadership and management reviews
- School improvement partnership support

Unique to Diocesan training is that all school improvement training for Governors is unified with the distinctive Christian character in Church of England Schools.

HEADTEACHER APPRAISAL THE ROLE OF EXTERNAL ADVISER TO THE GOVERNING BODY

Headteachers who are working within the School Teachers' Pay and Conditions document are required to be appraised by their Governing Body/Board of Trustees in line with the regulation and their pay progression must be linked to this. Please contact stronggovernance@lincstsa.co.uk, NGA or any of the Teaching Schools for further information and support.





GOVERNOR SUPPORT HOTLINE

Lincolnshire County Council maintains a Governor Support hotline (**01522 553357**) to provide telephone advice and support to the Governing Body of a School.

In addition to the support offer made within this brochure, Governor Support can also provide remote support via email (**governorsupport@lincolnshire.gov.uk**) for the purposes of looking over school-related documentation and governance-related matters.

Governor Support will also be able to provide one-to-one consultation on a face-to-face basis for a nominal charge.

LCC Governor Support is also responsible for maintaining records of Governing Bodies, as well as providing direct communications that are pertinent to supporting the continual development of Governance in Lincolnshire Schools.

NGA SUPPORT

The NGA can be contacted to provide bespoke support for Chairs and for Governing Bodies / Trustee Boards and MATs.

For more information, please contact the NGA
www.nga.org.uk



CONTACT INFORMATION

Lincolnshire County Council Governor Support
Lincolnshire County Council Governor Support
Governor's Support in Lincolnshire
National Governance Association

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Connect Teaching School
Equate Teaching School
Keystone Teaching School
Kyra Teaching School
Learn Teaching School
Lincoln Diocesan Education Team

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