



Chestnut Nursery School

Terms of Reference and Standing Orders

The Governing Body will operate at all times in accordance with the requirements of the Education Act, the School Governance Regulations, the Local Authorities Scheme for Financing Schools and all other relevant legislation, and will review this document annually.

In addition to the requirements set out in legislation, the following procedures will apply to the operation of the Governing Body.

These documents were agreed by the Governing Body at their meeting held on

Date 17th September 2017

Review Date September 2018

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Whole Governing Body Approach

Outline

The Governing Body works as a 'whole team', meeting 6 times per year, once in each term, without any separate committees. An agenda for each meeting will include all the tasks which the governing body is required to consider, and the governing body will 'commission' assignments or activities arising from the business of the meeting, which will be recorded in the minutes.

In addition to 'commissioning' activities or actions on their behalf, the governing body may wish to delegate monitoring activities to 'monitoring pairs' or 'individuals'. This could apply to statutory functions, and/or the priorities of the School Plan.

In each case where a function has been delegated there is a statutory duty to report any action or decision to the governing body at the next meeting.

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Terms of Reference for the Governing Body

The Governing Body has resolved to conduct all its business as a full governing body, and to work without committees.

Delegation

The attached Standing Order 'Delegation of Functions to Headteacher' outlines those responsibilities wholly delegated to the Headteacher. Monitoring activities against the priorities of the School Plan will be 'commissioned' at meetings or carried out by pairs or individual governors in accordance with the terms of reference following

The main responsibilities to be managed by the governing body are outlined below:

Operational	<ul style="list-style-type: none"> • *To draw up the Instrument of Government and any amendments thereafter • *To elect (or remove) the Chair and Vice Chair • *To appoint (or dismiss) the Clerk to the governing body • *To hold at least 6 Governing Body meetings each year • To appoint and remove co-opted governors, sponsor governors and any associate members • To recruit new governors as vacancies arise • To set up a register of Governors' Business Interests • To approve and set up a Governors' Allowances Scheme • *To decide which functions of the Governing Body will be delegated • To regulate the Governing Body procedures where not set out in law, and record these as Standing Orders • *To suspend a governor • *To receive reports from any pair or individual to whom a delegation has been made and to consider whether any further action by the Governing Body is necessary • *To review the delegation arrangements annually • To delegate to the Headteacher the functions as described in the Delegation of Functions to Headteacher Standing Order (attached) • To assign individuals or pairs of governors to monitor the priorities of the School Improvement Plan in accordance with the attached terms of reference • To arrange a suitable induction process and mentoring for newly appointed or elected governors (<i>may have accompanying Standing Order</i>) • To audit individual and collective development needs and promote appropriate training • To ensure the Headteacher provides such reports as requested by the Governing Body to enable it to undertake its role • To receive reports on racial incidents. • those items in bold <u>cannot</u> be delegated
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General	<ul style="list-style-type: none"> • Regularly review the vision and values of the school and ensure
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	<p>that these are shared with all stakeholders</p> <ul style="list-style-type: none"> • To take an active role in School Self Evaluation, monitoring success in all areas and identifying areas requiring improvement • To update and review regularly the School Improvement Plan • To review regularly how the school is regarded by pupils and parents • To ensure the school has in place all statutory policies and to keep these under regular review, consulting with representative stakeholders as appropriate. To approve policies on review. • To approve all school trips involving an overnight stay away from home • To ensure that the school does not discriminate against pupils, job applicants or staff on the basis of race, religion, gender, age disability or sexual orientation. <i>VA schools are entitled to identify the post of some staff as open to practising members of their denomination only</i> • To discharge duties in respect of pupils with special needs by appointing a 'responsible person' in community, voluntary controlled, voluntary aided and foundation schools • To ensure the school has a Complaints Procedure for Parents and that parents know how to raise concerns and make a complaint • To ensure that the governing body complies with all other legal duties placed upon them
Budget	<ul style="list-style-type: none"> • To approve the first formal budget plan each year • To engage in strategic planning • To agree a 3 year budget • To analyse and recommend the annual budget • To annually review and approve the Finance Policy and recommend levels of delegation • To annually review and approve the Charging and Remissions policy • To make decisions in respect of service agreements and insurance • To approve annually the Statement of Internal Control (SIC) • To approve annually the Best Value Statement • To review and take account of any consultations to change the LA Finance Scheme
Staffing	<ul style="list-style-type: none"> • To make Headteacher and Deputy Headteacher appointments • To determine the staff complement • To agree a pay policy and pay discretions • To establish a governor panel to hear staff appeals against dismissal and redundancy • To dismiss the Headteacher • To end the suspension of staff or Headteacher • To determine dismissal payments/early retirement • *Voluntary and Foundation schools – governors should decide whether the Director of Education/diocesan authority should have advisory rights.
Curriculum	<ul style="list-style-type: none"> • To agree (or reject) the curriculum policy • To monitor the curriculum policy • To establish a charging and remissions policy for activities.

Performance Management	<ul style="list-style-type: none"> To establish and review and approve annually a Performance Management Policy To determine the timing of the performance management review cycle of the headteacher and appoint two or three governors to act as reviewers
Target Setting	<ul style="list-style-type: none"> To approve and publish targets for pupil achievement To monitor pupil achievement against published targets.
Discipline/ Exclusions	<ul style="list-style-type: none"> To establish a discipline policy To review the use of exclusion and decide whether or not to confirm all permanent exclusions and fixed term exclusions where a pupil is either excluded for more than 15 days in total in a term, or would lose the opportunity to sit a public exam. (This may be delegated to the Chair/Vice Chair in cases of urgency - see new 2007 guidance) To direct the reinstatement of excluded pupils.
Premises & Insurance	<ul style="list-style-type: none"> To develop a school buildings strategy or master plan and contribute to LA Asset Management Planning arrangements To procure and maintain buildings, including a properly funded maintenance plan To seek advice from the LA, diocese or trustees, where appropriate to ensure adequate levels of buildings insurance and personal liability To receive annual site report.
Health & Safety	<ul style="list-style-type: none"> To ensure that Health & Safety regulations are followed and appropriately prioritized To receive an annual Health & Safety Inspection Report and agree any actions.
Admissions	<ul style="list-style-type: none"> To consult annually before setting an Admissions policy (but in community and controlled schools only where the LA has delegated this power to the governing body)* To consult annually before setting an Admissions policy (VA and Foundation schools)* To establish an Admissions policy (special schools where pupils do not have a statement) acting with LA * Admissions: application decisions (but in community and controlled schools only where the LA has delegated this power to the Governing Body)* Admissions: application decisions (VA, Foundation and special schools)*. <p style="text-align: right;">* include as appropriate</p>
Collective Worship	<ul style="list-style-type: none"> To ensure that the school provides teaching of religious education for all pupils in accordance with the agreed syllabus or has informed parents of their right to withdraw their child To ensure the school provides an act of daily collective worship in accordance with the denominational nature of the school.
School Organisation	<ul style="list-style-type: none"> To set the time of the school sessions and the dates of school terms and holidays (except community and VC schools where this is the LA's responsibility). To publish proposals to change category of school To propose to alter or discontinue voluntary, foundation or special school status.
Information for Parents	<ul style="list-style-type: none"> To ensure that the school keeps parents and prospective parents informed by publishing a school prospectus

	<ul style="list-style-type: none"> To approve the School Profile To adopt and review home school agreements
Federations	<ul style="list-style-type: none"> To consider forming a federation or joining an existing federation To consider requests from other schools to join a federation To leave a federation.
Extended Services	<ul style="list-style-type: none"> To decide to offer additional activities and agree what form these should take To cease providing extended services provision
Membership of the Governing Body (see appendix a)	
Agreed by the Governing Body 17 9 2017	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Review Date September 2018	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Quorum: one half of the number of governors (rounded up)	<input type="checkbox"/>
Chair of Governors Peter Vickery	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Vice Chair Chris Neads	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Clerk Neil Keen	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
SEN, Emma Maguire	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Child protection - Michaela Young	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

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Terms of Reference for the Clerk to the Governing Body

The Clerk is expected to work within the following terms of reference.

Guiding Principles

- The Clerk is accountable to the Governing Body
- He/she is employed by the Governing Body and line managed by the Chair of Governors, whose responsibility it is to provide induction and conduct an annual appraisal
- Governors, Associate Members and the Headteacher cannot be Clerk to the Governing Body

The main responsibilities of the Clerk are:

- To work effectively with the Chair of governors, the other governors and the Headteacher to support the Governing Body
- To advise the governing body on constitutional and procedural matters, powers and duties
- To convene meetings of the Governing Body
- To attend meetings of the Governing Body and ensure minutes are taken
- To create an action list after each meeting and monitor progress to ensure that actions agreed are carried out before the next meeting.
- To maintain a register of Business Interests
- To maintain a register of members of the Governing Body and report vacancies to the governing body
- To maintain a register of attendance and report non-attendance to the Governing Body
- To give and receive notices in accordance with relevant regulations
- To perform such other functions as may be determined by the Governing Body from time to time
- To undertake appropriate professional development
- If the Clerk does not attend a meeting, the governors present at the meeting may appoint a member of the Governing Body (but not the Headteacher) to act as Clerk for that meeting

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Delegation of Functions to Headteacher

The Headteacher is expected to work within the following terms of reference, and to provide the Governing Body with such reports in connection with his or her functions as the governing body requires

Budget	<ul style="list-style-type: none"> • To make miscellaneous financial decisions up to an agreed limit of £4000 or ½% of budget whichever is greater • To enter into contracts up to the limit of £5000 per contract annually • To monitor monthly expenditure • To make payments.
Staffing	<ul style="list-style-type: none"> • To appoint teachers and non-teaching staff • To establish disciplinary, capability and grievance procedures • To suspend staff • To dismiss staff.
Curriculum	<ul style="list-style-type: none"> • To ensure the National Curriculum is taught to all pupils and consider disapplication for pupils as appropriate • To establish and implement a Curriculum policy • To decide which subject options should be taught • To be responsible for standards of teaching • To be responsible for each individual child's education • To agree the content of any Sex and Relationship Education and to keep up to date a written policy for its delivery • To ensure the balanced treatment of political issues and to prohibit political indoctrination.
Performance Management	<ul style="list-style-type: none"> • To formulate and implement a Performance Management policy.
Target Setting	<ul style="list-style-type: none"> • To set targets for pupil achievement.
Religious Education	<ul style="list-style-type: none"> • To provide Religious Education in line with school's basic curriculum • In schools with a religious character, to provide Religious Education to the agreed syllabus.
Collective worship	<ul style="list-style-type: none"> • For maintained schools – to ensure, after consultation with the Governing Body, that all pupils take part in a daily act of collective worship • In schools with a religious character, to provide collective worship of a denominational character.
Health & Safety	<ul style="list-style-type: none"> • To ensure that Health & Safety regulations are followed.
School	<ul style="list-style-type: none"> • To ensure that the school meets for 380 sessions in a school

Organisation	year <ul style="list-style-type: none"> • Where determined by the Governing Body, to ensure that school lunch nutritional standards are met. 			
Information for Parents	<ul style="list-style-type: none"> • To prepare and publish the School Prospectus • To prepare and publish the School Profile • To ensure that free school meals are provided to those pupils meeting the criteria • To ensure that parents are aware of their rights to withdraw their child from collective worship, RE and Sex and Relationship education • To ensure that a report on each child's educational achievement is forwarded to parents /guardians. 			
Extended Schools	<ul style="list-style-type: none"> • To put into place the additional services provided • To ensure delivery of services provided. 			
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Review Date September 2018	<table border="1" style="width: 100%; height: 20px;"> <tr> <td style="width: 33%;"></td> <td style="width: 33%;"></td> <td style="width: 33%;"></td> </tr> </table>			

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Terms of Reference for Individuals or Monitoring Pairs

Any individual to whom responsibility has been delegated is expected to work within the following terms of reference.

To monitor an identified target on the School Plan or a statutory function of the governing body and report to the governing body. It is expected that a minimum of 3 monitoring visits will be made to the school during the year. Other forms of communication such as telephone calls emails etc may be substituted for one or more visits. A visit does not necessarily have to take place during the time when students/pupils are in school, and could be just as effective as a meeting between governor(s) and the lead professional at the end of the day as mutually agreed.

- To meet with the lead professional within the school to gain an understanding of the scope of the target and the activities the school is conducting to achieve success
- To undertake any necessary training (in or out of school) to enable effective monitoring of the areas/subject
- To monitor the progress of school activities towards the target or duty
- To evaluate the extent of success at the end of the set timescale

All visits to the school will be arranged with reference to the Headteacher and in accordance with the Governor Visits policy.

Reports will be no more than 1 side of A4 in length (not including any data), be submitted for approval by the Headteacher and/or any lead professional within the school within 2 weeks of the visit, and then be lodged with the clerk of governors for distribution as soon as possible.

In addition, a governor will be designated as the SEN and Child Protection Governor. *(If this role links with an identified target on the School Plan, this role could be covered as part of an already identified monitoring pair).*

School Priorities

1.	Strategic School Leadership and Management,	Peter Vickery & Martyn Boxall
2.	Standards of Attainment and Progress	Aga Spier
3.	Vulnerable Pupils	Emma Maguire
4.	Estates	David Coven & Shane Gill
5.	Early Years	Grace Williams
6.	Budget Monitoring	Chris Neads
7.	Safeguarding	Michaela Young
8.	Human Resources and Personnel	Lisa Sayers

Agreed by the governing body on 17 September 2017

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Terms of Reference for the Monitoring of the School Budget

A pair of governors or an individual will be assigned to monitor the financial management of the school on behalf of the governing body.

A minimum of 3 monitoring visits should be made each year, although at least one of these may be conducted virtually, by emails or by telephone discussion.

- To maintain an up-to-date 'balanced' three year budget plan, which shows clear links to the 'School Improvement' and 'Staffing' plans
- To report monitoring and rollover to the full governing body, highlighting any significant variances
- To evaluate any virement recommendations and report to the governing body
- Analyse and report on Tenders for Contract Services
- To keep in-school financial procedures under review
- To benchmark school financial performance against similar schools and report to the governing body
- To analyse and recommend the annual Statement of Internal Control and present to the full governing body
- To evaluate proposed expenditure following recommendations from the headteacher and present to the governing body
- To ensure that the school has, or is working towards achievement of the Financial Management Standards in School (FMSiS)
- To ensure that all spending provides 'Value for money' in terms of raising standards in education and make recommendations and present to the governing body to sign the annual Statement of Best Value
- To monitor and evaluate the management of the Voluntary Fund and to receive the audited accounts
- To make regular reports to the Governing Body and ensure that key financial decisions are recorded correctly in the minutes

Any additional items which individual governing bodies may wish to include

Names of Governor

Chris Neads

Agreed by the governing body on 17 September 2017				
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Terms of Reference for Panel Hearings

- To make any decisions under the Governing Body's personnel procedures e.g. disciplinary, grievance, capability, where the Headteacher is the subject of the action
- To make any decisions under the Governing Body's personnel procedures e.g. disciplinary, grievance, capability, unless delegated to the Headteacher
- To make any determination or decision under the Governing Body's Complaints Procedure for Parents
- To consider any appeals against a decision to dismiss a member of staff or to a decision short of dismissal e.g. disciplinary, grievance or capability
- To make any determinations on behalf of the Governing Body in relation to staff redundancy and redundancy appeals
- To consider any representations by parents in the case of an exclusion
- To consider the appropriateness of any permanent exclusion or fixed term exclusion which totals 15 days or more in one term or where a pupil is denied the chance to take a public examination
- All panels are to be convened by the Clerk to the Governing Body.

NB Any governor who has participated on a panel for a staffing decision, cannot sit on the appeal panel

Membership [not less than 3: 3 or 5 for pupil discipline]

Any three governors from a pool of governors [comprised of the whole Governing Body], who are:

1. Suitably qualified to undertake the role, and
2. Available on the date specified

The Headteacher is disqualified from serving in this role any governor having a connection with either a pupil, a member of staff or the incident in question which could affect their ability to act impartially should not serve on the panel.

NB – Lisa Sayers to chair the panel hearing

Agreed by the governing body on 17 September 2017

Review Date September 2018

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Terms of Reference of the Headteacher's Performance Management Group

- To meet annually with the School Improvement Partner (SIP) to discuss and determine the headteacher's objectives and performance criteria for the coming year (the planning meeting)
- To review, with the support of the SIP the performance of the headteacher against the agreed criteria and determine the recommendation on pay progression (the review meeting)
- To prepare and agree the headteacher's performance review statement, and report to the governing body
- To monitor through the year the performance of the Headteacher against the agreed criteria and to ensure that appropriate support and development opportunities are provided
- To make recommendations to the Finance pair/team/etc in respect of pay progression

Membership [2 or 3 governors]

In voluntary Aided/Controlled Schools at least one member must be a foundation governor. In Aided Schools, if the membership is three, at least 2 must be foundation governors.

Neither the Headteacher nor staff governors may serve on this group.

Peter Vickery

Chris Neads

Agreed by the governing body on 17 September 2017

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Standing Order for Meetings of the Governing Body

Governors are expected to:

- Arrive in good time for the start of any meeting, having read all the paperwork sent to them in connection with the agenda, and prepared with questions to ask or comments to make
- Bring a copy of the School Plan and be familiar with its contents
- Limit discussion to policies and actions and not people
- Participate in discussion and listen to the views and comments of others
- Be brief and adhere to any time limits placed against agenda items
- Follow up on action points between meetings.

The following persons have the right to attend all meetings of the governing body

- Headteacher
- Clerk
- any governor
- associate members (unless the Governing Body requires them to leave for items relating to individual members of staff or pupils).

The following persons will be invited to attend regular meetings of the Governing Body [select as appropriate] Deputy Headteacher, members of the senior leadership team, bursar, etc

Full Governing Body meetings will be held at the school **6 times each year**, in terms [1, 2, 3, 4, 5 and 6]. The clerk will prepare a suggested calendar of meeting dates for the following year for approval at the meeting held in term 6 of each year.

The Clerk to the Governing Body will prepare a draft agenda, which will be finalised and approved by the chair. Governors wishing to place items on the agenda should give notice to the clerk, and provide a copy of any supporting papers.

Items of 'Any Other Business' will be taken at the beginning of the meeting and either added to the agenda, delegated to a pair, or placed on the agenda of the next meeting.

Voting, where necessary, will normally be taken by a show of hands; however, the Chair may determine a secret ballot where this has been requested by two or more governors.

All meetings will be convened by the Clerk. Any 3 members of the Governing Body may request a meeting by giving written notice to the Clerk, which includes a summary of the business to be transacted. The Clerk will then prepare an agenda to call a meeting.

Each meeting will commence at **6.30** and will be limited to **2 hours** in duration. Where business has not been completed within the agreed time, those governors present may resolve to continue the meeting in order to complete the agenda. Any business not completed will form part of the agenda for the next meeting.

Draft minutes will be approved for email circulation by the Chair within 2 weeks of the meeting, before being formally approved by the Governing Body at the next meeting.

17th September is the next meeting and the members will agree further meeting dates for the academic year at this meeting.

Agreed by the governing body on 17 September 2017

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Standing Order for the Election of Chair and Vice Chair

Guiding Principles

- The Governing Body **MUST** elect a chair and a vice chair.
- When the office of Chair or Vice Chair becomes vacant, the Governing Body must elect a new Chair or Vice Chair at their next meeting
- There are no regulations covering the process of election with the exception of the need for the candidate(s) to withdraw from the meeting when a vote is taken.
- Governing Bodies are free to, and should, agree an election process.
- Governors who are paid to work at the school, for instance the Headteacher and the staff governors cannot be elected as Chair or Vice Chair.
- The process must be fair, open and transparent

Factors the Governing Body should consider in agreeing their election process are:

- How long the Chair and Vice Chair will serve (You may wish to consider different terms of office.)
- Whether a Governor can be re-elected and whether there should be a limit to the number of terms a Governor could serve in the position of Chair or Vice Chair
(You may like to consider succession planning, individual Governor and Governing body development, workloads and the involvement of all Governors.)
- Whether a governor can stand for office if they are unable to be present at the meeting.
- How nominations will be made (in writing in advance of the meeting and put on the agenda or verbally at the meeting, with or without a supporting written or verbal statement.)
- Whether a candidate will self-nominate or be proposed (and seconded if wished) by Governors.
- Whether there will be a secret ballot or show of hands (and whether this would vary depending on the circumstances i.e. in all cases or only where there is more than one candidate.)
- How the Governing Body would treat a tie in votes (would candidates have the opportunity to speak to the Governing Body about why they want to be the Chair or Vice Chair followed by another vote, would it be by another method?)

The role of the Chair of the Governing Body

- To ensure the business of the Governing Body is conducted properly in accordance with legal delegation requirements.
- To ensure that meetings are run effectively, focusing on the priorities and making best use of the time available, and to ensure that all members have an equal opportunity to participate in discussion and decision-making
- To establish and foster an effective relationship with the Headteacher based on trust and mutual respect for each other's roles.
- To establish and foster a good relationship with the Clerk based on professional respect for each role.

Exeter Children's Federation

Code of Practice for Governors

General

1. We will take responsibility for determining, monitoring and keeping under review, the broad policies, plans and procedures to support the aims and objectives of the school and safeguard the interests of the school, its students and the wider community.
2. We will support and promote appropriate partnership and collaborations with other schools in the community, the LA and the Diocese.
3. We acknowledge that the day-to-day management of the school and implementation of plans and policies of the governing body is the responsibility of the headteacher and other senior managers of the school.
4. In so far as we have, or share, responsibility for the employment of staff, we will strive to fulfil all reasonable expectations of a good employer.
5. We will take due account of views of parents, pupils staff and other interested parties act fairly and without prejudice at all times
6. We understand that we have no legal authority to act individually, make statements or express opinions on behalf of the governing body except when the governing body has given delegated authority to do so.
7. We will consider carefully how our own decisions might affect other schools and the community.
8. We will encourage transparent governance and will do so through good communication systems with the school community
9. We understand that all governors have equal status and although governors are appointed/elected by different groups (e.g. parents, staff and the LA), their central concern should be the welfare of the school as a whole.
10. We will express our views openly within meetings but accept collective responsibility for all decisions.
11. We will strive to operate as a team in which constructive working relationships are actively promoted.
12. We will have regard to our broader responsibilities as a governor of a public institution, including the need to ensure public accountability for the actions of the governing body
13. We will follow procedures established by the governing body in responding to criticism or complaints relating to the school,

Commitment

14. We acknowledge that accepting office as a governor involves a commitment of time and energy and will support the work of the governing body by reading paperwork, attending meetings regularly and accepting a fair share of responsibilities, including service on Committees and Working Groups.

15. We will take opportunities to improve our effectiveness as governors through participation in training and developments and by increasing our knowledge of the school

Confidentiality

16. We will respect complete confidentiality of those items of business which the governing body decides from time to time should remain confidential, especially in relation to matters concerning individual staff or pupils.

17. We respect that the discussions on which the decisions are based will be regarded as confidential although decisions reached at governors' meetings will normally made public through minutes or otherwise,

18. We will exercise the highest degree of prudence if a discussion of a potentially contentious issue affecting the school arises outside of the governing body.

Suspension/Removal

19. We understand that suspending or removing a governor from office is a last resort, but if the need arises the governing body will take actions to do so by following the Constitution Regulations so as to ensure a fair and objective process.

I agree to follow the agreed principles and procedures of this code of practice adopted by the governing body on (date)

Name of Governor

Date

Signed and Agreed

Date