

BROAD CHALKE CE VA PRIMARY SCHOOL

SCHEME OF DELEGATION

Agreed by the Full Governing Body 24th September 2015

This framework is produced for use by governing bodies when reviewing their schemes of delegation annually. It has been compiled by Wiltshire Governor Services to help governing bodies distribute their responsibilities across the full governing body and its committees as well as, where deemed appropriate, to individual governors or the head teacher. The framework includes the key responsibilities expected to be undertaken by governing bodies and indicates by shading of boxes where specific responsibilities **cannot** legally be undertaken.

Whilst the framework allows for many responsibilities to be delegated to individual governors or to the head teacher, it's expected that governing bodies will want to fulfil most of their responsibilities at either full governing body or committee level to ensure corporate decision making. Please also note that the responsibilities listed under each heading are those for which the governing body retains overall responsibility. They do not include functions that fall within the head teacher's school management responsibility e.g. responsibility for each pupil's education.

It's likely that governing bodies will want to add to the responsibilities listed under some of the headings with others that reflect their own priorities e.g. to nominate link governors as advocates for vulnerable groups of pupils. It is for each governing body to determine the scheme of delegation that allows them to: fulfil legal requirements; set the school's strategic direction; hold the head teacher to account for the performance of the school and its pupils and the performance management of staff and oversee the financial performance of the school, ensuring that its money is well spent.

The framework draws on a number of sources of information including: National Governors' Association Local Authority Maintained Governing Body Decision Planner 2014; Department for Education Governors' Handbook 2015; OFSTED Handbook for School Inspection September 2015; School Information (amendment) regulations 2012; School Governance Constitution Regulations 2012; The School Governance (Roles, Procedures and Allowances) regulations 2013; The constitution of governing bodies of maintained schools (Statutory guidance for maintained schools and local authorities in England) March 2015; Statutory policies for Schools (DFE) September 2014.

General and Procedural Responsibilities	FGB	Cttee	Ind. Gov.	H T
1. Draft instrument of government and any subsequent amendments	√			
2. Co-opt governors	√			
3. Appoint Local Authority governors	√			
4. Review governor election materials to ensure that electorate understands what is required of governors	√			
5. Agree suspension of governors	√			
6. Appoint (and remove) the chair and vice chair of the governing body	√			
7. Determine period of office of chair and vice chair (between 1 and 4 years)	√			
8. Appoint (and dismiss) the clerk to the governors	√			
9. Determine any functions to be performed by the clerk to governors that are additional to those laid out in regulations	√			
10. Elect or appoint committee chairs	√			
11. Publication of governors' details on school website.			√ AC	
12. Establish, publish on website and update annually a register of headteachers' and governors' business interests			√ AC	
13. Review Governors' Code of Conduct to ensure that governors and associate members are aware that their details as identified in the preceding 2 points will be published and that all are required to provide the information.	√			
14. Approve Annual Governance Statement	√			
15. Determine level of delegation of functions to individuals or committees annually	√			
16. Establish any required GB procedures (where not set out in law)	√			

School Self Evaluation/School Improvement Planning Responsibilities	FGB	Cttee.	Ind. Gov.	H T
17. Agree the outcomes of the School's Self Evaluation process	√			
18. Agree long term vision and strategic plan	√			
19. Approve school improvement plans and evaluate their impact	√			
20. Appoint governors for SEN, safeguarding, whistle blowing and any others agreed by GB	√			
21. Ensure OFSTED recommendations are incorporated into the school improvement plan	√			

Data Analysis and Target Setting Responsibilities	FGB	Cttee.	Ind. Gov.	H T
22. Scrutinise a range of pupil performance data to evaluate the school's performance, including the Governors' and OFSTED data Dashboards				√
23. Agree challenging targets for pupil achievement/attainment, ensuring they are based on outcomes of robust data analysis, and monitor performance against them				√
24. Scrutinise analysis of examination results and key stage assessments against agreed targets	√			
25. Ensure rigorous assessment processes are in place				√

Extended Services Responsibilities	FGB	Cttee.	Ind. Gov.	H T
26. Decide whether to offer additional services and what form these should take	√			
27. Decide whether to cease provision of additional services	√			
28. Review provision and impact of additional services	√			

Discipline/Exclusions Responsibilities	FGB	Cttee.	Ind. Gov.	H T
29. Agree a behaviour principles statement and ensure that this is posted on the school website		√		
30. Draft a school behaviour policy and publicise to staff, students and parents				√
31. Decide whether to confirm permanent and fixed term exclusions where the pupil is either excluded for more than 15 days in a term or at risk of being unable to sit a public examination		√		
32. Consider parents' representation about exclusions		√		

Premises Responsibilities	FGB	Cttee.	Ind. Gov.	H T
33. Agree long term strategy for use of school premises	√			
34. Establish all legally required and Local Authority recommended premises related policies and monitor the effectiveness of their implementation		√		
35. Arrange for regular monitoring and inspection of school premises		√		
36. Agree a funded maintenance plan		√		
37. Approve hiring policy and charges		√		
38. Ensure security of school premises and equipment				√
39. Agree level of maintenance service the school will buy from service providers Aggregate limit		Up to £5k £10k		Up to £3k £10k
40. Ensure risk assessments of school site are conducted and considered as appropriate		√		

Staffing Responsibilities	FGB	Cttee.	Ind. Gov.	H T
41. Formally approve appointments of head teacher and deputy head teacher	√			
42. Appoint an external adviser to assist with the head teacher's performance management		√		
43. Nominate 2/3 governors to conduct head teacher's performance management		√		
44. Approve, and keep under review, a school pay policy		√		
45. In voluntary and foundation schools, decide whether to give advisory rights to Diocese/LA	√			
46. Fulfil role expected of governing bodies in adopted procedures for range of staffing issues e.g. discipline, capability, grievance, redundancy, termination of employment		√		
47. Approve a Statement of procedures for dealing with allegations of abuse against staff				√
48. Approve applications for early retirement, secondment and leave of absence not covered by local agreements	√			
49. Approve, and keep under review, a teacher appraisal policy	√			
50. Make teachers' pay progression decisions following recommendations of head teacher (by end of October)		√		
51. Consider a report from the head teacher on the operation of the appraisal policy (to include information as outlined in the school's appraisal policy)		√		
52. Determine the school's staffing complement	√			
53. Ensure safer recruitment requirements are met		√		
54. Ensure that required staffing policies and procedures are in place and implemented		√		
55. Appoint selection panel for head teacher and deputy head teacher appointments	√			
56. Appoint selection panel for other members of the senior leadership team	√			
57. Ensure that at least one person on the selection panel for head teacher appointment has completed safer recruitment training			Chair of govs	

Finance Responsibilities	FGB	Cttee.	Ind. Gov.	H T
58. Award contracts (GB to determine levels of authorisation) Aggregate limit		Up to £5k £10k		Up to £3k £10k
59. Approve transfers between budget headings (GB to determine levels of authorisation) Aggregate limit		Up to £5k £10k		Up to £3k £10k
60. Approve annual budget (as required by Wiltshire Scheme of Financial Delegation)	√			
61. Ensure that the budget is only spent for school purposes		√		
62. Agree the first budget plan, prioritised against school improvement priorities		√		
63. Agree an annual Best Value Statement		√		
64. Review contracts and services due for renewal (GB to determine levels of authorisation) Aggregate limit		Up to £5k £10k		Up to £3k £10k
65. Monitor adequacy of financial management competency amongst staff and governors		√		
66. Approve signatories for authorising orders and payments		√		
67. Ensure that the school is compliant with the Schools Financial Value Standards (SFVS)		√		
68. Monitor income and expenditure reports and approve returns required by LA		√		
69. Establish (and keep under review) a charging and remissions policy		√		
70. Appoint (annually) auditors to conduct an audit of the School Fund		√		
71. Receive an annual report on the audited accounts of the School Fund		√		
72. Approve (and keep under review) ordering and payment systems		√		
73. Approve purchase of services from Local Authority and other sources Aggregate limit		Up to £5k £10k		Up to £3k £10k
74. Approve the writing off of irrecoverable debts up to the value of £500 (LA approval required above this amount)		√		

75. Approve the disposal of surplus and damaged equipment				√
76. Consider annual financial benchmarking data and analyse outcomes		√		
77. Ensure the budget has allocated funds to support the school improvement plan, agreed changes to staffing structure and salary increases approved following appraisal outcomes		√		
78. Ensure all required finance policies and procedures are in place and implemented		√		
79. Agree end of year budget rollover	√			
80. Receive, and where appropriate respond to, reports from Local Authority Auditors		√		
81. Evaluate the impact of the allocation of pupil premium funding on overcoming barriers to learning				√
82. Evaluate the impact of the allocation of the primary school sport funding in improving the quality and breadth of PE and Sport provision	√			
83. Approve (and keep under review) a governors' allowances scheme	√			
84. Agree budget allocation for governor training and evaluate the impact of spending		√		

School Organisation Responsibilities	FGB	Cttee.	Ind. Gov.	HT
85. Publish proposals to change category of school	√			
86. Consider forming, joining or leaving a federation or academy	√			
87. Set the times of school sessions and the dates of school terms and holidays	√			
88. Ensure the school meets for 380 sessions in a school year				√

Health, Safety/Child Protection/ Safeguarding Responsibilities	FGB	Cttee	Ind. Gov.	H T
89. Ensure compliance with health, safety and safeguarding legislation applied to schools				√
90. Approve a health and safety policy and monitor its implementation		√		
91. Ensure effectiveness of health and safety policy		√		
92. Conduct inspections of buildings, plant and equipment		√		
93. Approve Child Protection Policy and review its effectiveness at least annually	√			
94. Ensure effectiveness of record keeping related to health, safety and safeguarding responsibilities, including maintenance of central record of recruitment and vetting checks				√
95. Consider school's annual safeguarding audit and monitor subsequent action plans		√		
96. Ensure school meets national school food standards		√		
97. Ensure compliance with statutory guidance regarding pupils with medical needs		√		

School Admission Responsibilities (voluntary aided and foundation schools)	FGB	Cttee.	Ind. Gov.	HT
98. Establish and publish an admissions policy		√		
99. Consult before making changes to the admissions policy. (Where there are no changes consult at least every 7 years.)		√		
100. Consider admissions applications		√		
101. Appeal against Local Authority direction to admit pupils		√		

Curriculum/Inclusion/ Equality Responsibilities	FGB	Cttee.	Ind. Gov.	H T
102. Ensure that the relevant national curriculum programmes of study are taught				√
103. Establish (and keep under review) a policy on sex education and publicise to parents and carers		√		
104. Consider any disapplication for pupils (from the National Curriculum)				√
105. Decide which subject options should be taught having regard to resources, and implement provision for flexibility in the curriculum (including activities outside the school day)				√
106. Approve the school's SEN policy and publicise to parents and carers and report annually to parents on provision for pupils with SEN	√			
107. Ensure appropriate provision is provided for gifted, more able and talented pupils				√
108. Ensure that only approved external qualifications and syllabuses are offered to pupils				√
109. Prohibit political indoctrination and ensure the balanced treatment of political issues				√
110. Designate a "responsible person" (staff) for pupils with SEN		√		
111. Designate a "responsible person" (staff) for Looked After Children		√		
112. Establish an accessibility plan and review it at least every three years		√		
113. Ensure that the September 2014 statutory requirements for Early Years Foundation Stage are implemented				√
114. Approve off-site visits and activities of more than 24 hours or which involve a hazardous pursuit or journey by air or sea				√

115. Establish and publish annually an "Equality information and objectives statement" and review equality objectives every four years		√		
116. Ensure provision of RE in line with the school's basic curriculum				√
117. Decide RE syllabus		√		

Pupils, Parents and Community Responsibilities	FGB	Cttee.	Ind. Gov.	H T
118. Ensure that school policy and procedure for looked after children are consistent with the measures set out in the statutory guidance		√		
119. Ensure legally required information is published online, including annually required information e.g. report on SEN, pupil premium funding				√
120. Agree parental complaints procedure and publicise to parents			√ Chair of govs	√
121. Consider parental complaints against head teacher (as outlined in complaints procedure)		√		
122. Ensure the governing body can demonstrate its accountability to parents	√			
123. Adopt (and keep under review) home-school agreements			√ Chair of govs	
124. Consider matters relating to the role of the school in the community	√	√	√	√
125. Ensure the school has a published freedom of information scheme				√
126. Annually register with the Information Commissioner's Office			√ AC	
127. Establish a data protection policy and review it at least every two years		√		
128. Ensure provision of free meals to those pupils meeting the criteria, including Universal Infant School Meals)				√

Full Governing Body Terms of Reference

Governing Body's Key Purpose

Ensure that the school provides the best possible education for all pupils by establishing the school's strategy, challenging and supporting the headteacher and ensuring accountability.

Governing Body Membership

As detailed in the school's instrument of government

THE FULL GOVERNING BODY

Composition:

- 1 LA Governor
- 8 Foundation Governors (must outnumber all other governors by 2)
- 2 Parent Governors
- 2 Staff Governors including the Headteacher
- 1 Co-Opted Governor
- 1 Clerk (non-voting)

Quorum

The quorum for any full governing body meeting is one half of the membership of the governing body (rounded up and excluding vacancies).

Chairing/Clerking Arrangements

Meetings will be chaired by the chair of governors or the vice chair of governors in the chair's absence. The appointed clerk to the governing body will take the minutes.

Frequency of Meetings

At least 3 meetings a year. We aim to meet 6 times a year including one afternoon meeting.

COMMITTEES' TERMS OF REFERENCE

Each governors' committee has delegated powers of decision making on policy matters relating to the specific areas of school organisation. Each committee is accountable to the full governing body and should report to them via **formal minutes of meetings**.

Each committee may from time to time co-opt persons with particular expertise

Staffing and Curriculum Committee Terms of Reference

Committee's Key Purpose

Fulfil the range of governing body responsibilities related to staffing and the school curriculum, except those performed by the full governing body or delegated to the head teacher.

Committee Membership

At least 4 governors, including the head teacher

Quorum

3 governors

Chairing/Clerking Arrangements

The chair of the committee (currently Duncan Allen) will be elected at the first full governing body meeting of each academic year.

Frequency of Meetings

At least 3 meetings a year.

Delegated Responsibilities

See governing body decision planner.

Aim

To fulfil the staffing responsibilities as set out in the Scheme of Delegation and meet the following aims for the curriculum:

Curriculum

- To review the content, balance and structure of the Schools' curriculum
- To consider suggestions from the head about changes in the school's curriculum policy and contribute to future planning by making suggestions to the headteacher.
- To review and monitor the curricular aspects of the School Development Plan
- To hear parents complaints over the curriculum
- To be active in drawing up a behaviour policy for the school and ensuring that behaviour within the school allows the delivery of the national curriculum
- To establish a sex education policy (called personal relationships in our school) and ensure that copies of the policy are freely available to parents
- To ensure that collective worship is taking place in accordance with the church voluntary aided status of the school
- To ensure that Religious Education is taking place in accordance with the guidelines for VA schools and to monitor at least once per year.

Communications

- To oversee press releases, marketing and school publicity
- To ensure the school brochure / online information is kept fully updated

Special Needs

- To appoint one governor to work closely with the SENCO and monitor special needs provision in the school

Staffing

- To assist in all staff appointments
- To decide the number of staff and the level of the posts, to decide overall procedures for appointing staff, to advertise vacancies and to decide the specification for any vacant post all in consultation with the whole governing body and head teacher
- To use the county capability procedures to deal with incompetent teachers
- To establish disciplinary rules and procedures and staff grievance procedures and to take appropriate steps to make them known to members of staff
- To dismiss an employee or suspend after consultation with the full governing body and headteacher according to procedures laid down by government

Frequency of meetings

- To observe lessons three times per year and to attend three collective worships per year
- To meet as a committee at least once per term and thereafter as needed.
- To attend staff meetings where necessary to fulfil obligations
- To all attend the annual School Development Plan Review meeting

Timeline of Actions

September- approve curriculum aspects of SDP

November – Annual review of Performance Management Policy

December – Headteacher’s Performance Management

December / January – Agree Pay Policy and Staffing Structure

January – review SDP

March – review self-evaluation

March – June – Review staffing needs in line with budget and school requirements

June – analyse curriculum results

June – Headteacher’s mid year Performance Management

August – HT to finalise SDP and main curriculum focus

There will be policies to be reviewed at every meeting.

Finance and Premises Committee Terms of Reference

Committee's Key Purpose

Fulfil the range of governing body responsibilities related to school finance and premises, except those performed by the full governing body or delegated to the head teacher.

Committee Membership

At least 5 governors including the head teacher and chair of the governing body.
The committee will nominate a Health and Safety Governor

Quorum

3 governors

Chairing/Clerking Arrangements

The chair of the committee (currently David Singleton) will be elected at the first full governing body meeting of each academic year.
Meetings are currently clerked by the clerk to governors.

Frequency of Meetings

At least 3 meetings a year.

Delegated responsibilities

See governing body decision planner plus the following:

- The Committee shall:
- Ensure that the financial conditions and arrangements laid down by the DfE and other relevant authorities are complied with.
- Report its actions and / or recommendations, wherever possible in writing, to each ordinary meeting of the Governors.
- Recommend to the Governing Body the annual allocation of funds to individual cost centres.
- Have executive powers to:
 - Consider monthly statements of income and expenditure and decide on any corrective action, including minor virements.
 - Make recommendations to the Governing Body on any major virement of funds.
- Require advance information from other committees of the Governing Body or from the School on all matters which can be deemed to have a material financial implication if implemented.
- Review other financial matters as appropriate.
- Ensure that the fabric of the school building is maintained to a proper standard.
- Ensure the safety of all pupils, staff and visitors with regard to building and grounds.
- Consider and carry out improvements and replacements that are necessary or desirable (up to a limit of £5,000).
- Deal with matters of health and safety.
- Review all school accounts.

- Meet regularly as it decides.
- Provide at least one member to serve on the Pay Panel.
- Ensure that the minutes of all meetings are kept and distributed, as the Governing Body requires.

Finance Aims

- To recommend an annual budget to best meet the needs of our pupils.
- To monitor spending in order to advise other committees and make any necessary virements.
- To exercise internal financial control.
- To comply with all SFVS requirements and to submit an annual return.

Premises Aims

- To prepare long term proposals for the development of the school.
- To formulate the long term strategy to develop and maintain the premises.
- To prioritise, initiate and evaluate programmes of improvement and development.
- To monitor spending of the BRM Budget and our Capital funding (DFC).
- To ensure that the school is compliant with all health and safety legislation.
- To obtain and check buildings, contents and public liability insurance.

Voting Procedure

Only Governors may vote. In the event of a tie, the Chairman of the meeting shall have a casting vote.

Timeline of Actions for Finance

Budget monitoring is termly by SBM

I and E Reports are quarterly – September, December, March, (nothing in June)

Accuracy of the draft budget is dependant on the timing of software upgrades

September- approve budget headings in SDP

December – school fund check (not in committee time)

January – Benchmarking (data released mid November),

February - 1st draft budget (not in committee time)

February – review inventory check by IT Technician (not in committee time)

March – Delegated Funding certificate, 2nd draft budget

New Financial year

April / May – 3rd draft budget, allocate draft budgets for curriculum

June – Finalise Budget for approval by FGB, go through pre-certification checklist, approve SIC, approve Best Value statement and submit Budget by 30th June

August – HT to finalise SDP and budget headings

Timeline of Actions for Premises

Premises policies (Lettings/ no smoking etc) every 3 years except Health and Safety (annual)

September- Draft bids for LCVAP funding.

December – Walk around school site and note general condition.

January – Health and Safety Risk Assessments

March – Review issues from the H&S Risk Assessments, plan any buildings maintenance / development ready for new SDP

April / May – Agree any additional maintenance / developments with Diocese

August – HT to finalise SDP and premises issues headings

Staffing Panel Terms of Reference

Panel's Key Purpose:

Fulfil the range of governing body responsibilities relating to individual members of staff as set out in adopted staffing procedures and as required in school governance legislation.

Panel Membership

3 non-staff governors from the Staffing & Curriculum Committee

Quorum

3 governors

Chairing/Clerking Arrangements

The chair of the committee will be elected as and when necessary. Minutes of staffing panel meetings will be taken by the clerk to governors.

Frequency of Meetings

Meetings will be convened by the chair of the committee as required.

Delegated responsibilities

See governing body decision planner.

Consider matters relating to individual members of staff, as required in the range of adopted staffing procedures e.g. redundancy, termination of employment, discipline, grievance.

Staffing Appeals Panel Terms of Reference

Panel's Key Purpose

Fulfil the governing body's responsibility to establish an appeals process for individual members of staff who wish to appeal against decisions made by the staffing panel.

Committee Membership

3 governors **Three OTHER non-staff Governors (NOT members of the Staffing Panel)**

Quorum

3 governors

Chairing/Clerking Arrangements

The chair of the panel will be elected as and when necessary. Minutes of appeal panel meetings will be taken by the clerk to governors.

Frequency of Meetings

Meetings will be convened by the clerk to governors as required.

Delegated Responsibilities

See governing body decision planner.

Consider matters relating to individual members of staff, as required under the range of adopted staffing procedures e.g. redundancy, termination of employment, discipline, grievance.(when member of staff is appealing against decision of staffing panel).

Pupil Discipline Committee Terms of Reference

Committee's Key Purpose

Fulfil governing body responsibilities relating to the exclusion of individual pupils.

Committee Membership

At least 3 governors

Quorum

3 governors

Chairing/Clerking Arrangements

The chair of the committee will be elected as and when necessary . Minutes of meetings will be taken by the clerk to governors.

Frequency of Meetings

Meetings will be convened by the clerk to governors as required.

Delegated Responsibilities

See governing body decision planner.

Decide whether to confirm permanent and fixed term exclusions where the pupil is either excluded for more than 15 days a term or at risk of being unable to sit a public examination

Follow statutory exclusions guidance (effective from Sept 2012).

- a. Where a student has been excluded from school for 5 (but less than 15) days or had a series of exclusions which total 5 (but less than 15) days, any one governor from the Panel to meet with the Headteacher and Parents to discuss a student's behaviour and issue a formal warning, according to school and LA policies.
- b. Where a student has been excluded for 15 days or more in any one term, they and their parents should meet with three of the Panel. The Panel will receive information from the school about the exclusion and consider the views of the parents in deciding whether to uphold the exclusion or recommend reinstatement.
- c. When all other meetings, negotiations, sanctions and a formal warning have failed to improve a student's behaviour, any three members of the Panel meet to receive information, hear evidence and reach a decision concerning a student's future education or decide whether a permanent exclusion should be recommended.

Parental Complaints Panel Terms of Reference

Panel's Key Purpose

Fulfil governing body responsibilities outlined in parental concerns procedure.

Committee Membership

At least 3 governors

Quorum

3 governors

Chairing/Clerking Arrangements

The chair of the panel will be elected as and when necessary. Minutes of meetings will be taken by the clerk to governors.

Frequency of Meetings

Meetings will be convened by the clerk to governors as required.

Delegated Responsibilities

As defined in the parental complaints procedure

PR and Marketing Committee Terms of Reference

Committee's Key Purpose

- To oversee the development of the website
- To target PR and marketing via the local press
- To develop relationships with the local community

Committee Membership

At least 3 governors

Quorum

2 governors

Chairing/Clerking Arrangements

The chair (currently Luci Phillips) will be elected at the first full governing body meeting of each academic year. A clerk will be nominated from amongst the governors present at each meeting.

Frequency of Meetings

Meetings will be convened as required.

Ongoing Actions

- Decide on events to target for PR & marketing opportunities
- Review community links
- Review website

Admissions Committee Terms of Reference

Committee's Key Purpose (can be dealt with via e-mail as necessary)

Aims

- To consider any applications for admissions which fall outside of the normal procedure
- In the event of an Appeal, one governor to consult with the Diocesan Board of Education to obtain advice on arrangements for appeals.
- To review, recommend and implement the Admissions Policy.
- To recommend the PAN to the FGB.
- To appeal against LA directions to admit pupils.

Committee Membership

At least 4 governors

Quorum

3 governors

Chairing/Clerking Arrangements

The chair of the panel (currently Amanda Brockway) will be elected at the first full governing body meeting of each academic year. A clerk will be nominated from amongst the governors present at each meeting.

Frequency of Meetings

Meetings will be convened by the clerk to governors as required.

Governor subject monitoring responsibilities 2015 – 2016

Curriculum subject	Governor responsible
Literacy	DS
Art	LH
Numeracy	MG
ICT	RJW
Science	DA
RE	CL
History	DA
Geography	DA
DT	MG
PE	RJW
Music	DS
EYFS	LP
SEN /AGT	CL
French	LP
Data and Assessment	PH
PSHE	KH
Safeguarding	CL
Pupil Premium	DA

Composition of Sub-Committees 2015-2016

Finance and Premises

David Singleton (Chair)
Duncan Allen
Amanda Brockway
Andi Chalk
Michael Gibb (H&S)
Louise Hall
Keith Hitchings
Peter Hornsby
Richard Western

Curriculum and Personnel

Duncan Allen (Chair)
Amanda Brockway
Annie Cadge
Michael Gibb
Louise Hall
Caroline Lamb (SEN)
Luci Phillips (PR)
Richard Western
Rick Williams

PR and Marketing

Luci Phillips (Chair)
Amanda Brockway
Andi Chalk

E-Safety

Amanda Brockway
Michael Gibb
Richard Western

Pay Panel

Caroline Lamb
David Singleton
Peter Hornsby
Louise Hall

HT Performance Management

Michael Gibb
Caroline Lamb
David Singleton
Rick Williams

Review Officer (in case of appeal from HT)

Peter Hornsby

Admissions

Amanda Brockway (Chair)
Michael Gibb
Caroline Lamb
Andi Chalk

Ethos

Amanda Brockway (Chair)
Louise Hall
Caroline Lamb
Rick Williams

Pupil Discipline Panel

3 Governors decided as and when necessary

Staffing Dismissal Panel

3 Governors decided as and when necessary

Staffing Dismissal Appeals Panel

3 Governors decided as and when necessary

Parental Complaints Panel

3 Governors decided as and when necessary