

All Saints Church of England Primary Federation, Hessle

The Role of the Staff Governor

Outline of Role

This applies to elected staff governors (staff governor), and governors who are staff including the Headteacher in their ex-officio role, and co-opted governors who are members of staff (whatever their salaried role).

Foundation Governors have a special role in, and responsibility for, ensuring that the Christian character of the school is secured, preserved and developed and that the school is run in accordance with any trust deed relating to the school. **However, all governors on the LGB share this responsibility.**

The Government provides guidance on the role of a Governor in its "Governor's Handbook" (the latest version of which can be found here: <https://www.gov.uk/government/publications/governors-handbook--3>). The Handbook identifies the following three core strategic functions of Governing Bodies:

1. Ensuring clarity of vision, ethos and strategic direction;
2. Holding the executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff;
3. Overseeing the financial performance of the organisation and making sure its money is well spent.

Preamble

- The position of the Headteacher is ring-fenced in that should the Headteacher decide not to be a governor, no-one else can fulfil that role or fill that vacancy. Albeit staff are involved in the day to day operation of the school, they must put this aside as governors and assume a strategic role.
- The role of the staff governor is an opportunity to make a real contribution to the strategic direction of the school and can form part of a professional development route for any staff member hoping to develop their career into school leadership
- The role is not limited to teaching staff and any member of staff employed at the school can put their name forward for election.
- Whilst maintaining rapport with their electorate, it is vital that the staff governor maintains a strategic view and does not partake in discussions involving individual concerns apart from advising the individual how to progress their concern via the appropriate route, in order to avoid the risk of jeopardising the outcome of any possible complaint or appeals procedure.
- It is important to understand that the staff governor is not the staff's representative on the governing body in the same way as a trade union representative and is not permitted to act alone or give feedback on behalf of the governing body.

- The staff governor is a typical member of staff elected to bring the staff perspective to the governing body. They are not a go-between, and should act according to their own conscience and beliefs.

The designated governor shall, in no particular priority order:

- At all times comply with the Governor Code of Conduct
- At all times comply with all governor protocols and maintain confidentiality
- Have equal rights with all other governors##
- Not participate in discussions where they have a personal interest
- Feel free to express their own views without fear or favour
- Feel free to report widely held staff views where appropriate, whether or not they agree
- Attend governor training sessions as required
- Agree with the governing body whether or not, and how decisions can be shared with other members of staff
- Withdraw from any discussion where there is a perceived conflict of interest if directed by the Chair to do so

In order to help achieve the balance between operational responsibility and the role as a governor the staff governor should:

- Never press their own personal agenda at the expense of others
- Always be clear about what information can be reported back to colleagues
- Never promise to solve a problem on their own
- Never bring individual issues to a meeting without having followed agreed procedures
- Abide by protocols for raising agenda items and “any other business”
- Maintain awareness of staff views and concerns
- Play an active part in meetings and all aspects of governance

##Exceptions to the Equal Rights clause

- A staff governor may not be the chair or vice-chair of the governing body
- A staff governor (apart from the Headteacher) may not be present in a meeting where consideration is being given to the pay or performance of any person employed at the school.
- The Headteacher may not be present in a meeting where their own pay or performance is discussed expect during the scheduled performance management meetings

The relationship with the Headteacher

- Occasions may arise when there is a potential conflict of interest between the role of the member of staff as a governor and as an employee. This is particularly sensitive when there is a difference of opinion between the staff governor and the Headteacher, who acts as the professional advisor to the governing body). Where either party recognises that a potential

difference of opinion may arise on a sensitive issue they are advised to discuss this informally with the other party before the governors' meeting in order to avoid unnecessary conflict or tension at the meeting. It is often helpful to include the Chair of governors in this informal discussion.

- This is not to imply that the staff governor is entitled to, or should expect, preferential briefing in advance of meetings.
- It is the responsibility of the Chair to manage the governors' meeting in accordance with good practice and, whilst encouraging questioning and challenge, be aware of any conflict potential and avoid personal confrontation.

Approved by the governing body on (date).....

Signed.....Chair of Governors