

OUSEDALE SCHOOL

DELEGATED POWERS OF THE GOVERNING BOARD COMMITTEES

1.0 INTRODUCTION

- 1.1 A core function of the governing board is setting the strategic direction of the school (Department for Education Handbook 2014). The governors' Strategy Group (comprising the Chair, Vice Chair, governors' committee chairs and the Headteacher) will draft a vision statement and a triennial strategy document in consultation with the school leadership team and other stakeholders as deemed appropriate. The strategy document informs the annual School Improvement Plan, which is prepared by the school leadership team. The vision, strategy and SDP are presented to the full governing board for final approval. Progress against strategic objectives is reported to governors' committees at appropriate points through the year, and in summary to the full governing Board at the beginning of the next school year.
- 1.2 Individual governors have no power or right to act on behalf of the Governing Board, except where the whole Governing Board has delegated a specific function to that individual. The Governing Board is legally liable for all actions taken in its name by individuals or committees to which it has delegated functions.
- 1.3 The Chair or Vice-Chair has the power to carry out functions of the Governing Board if a delay in exercising a function is likely to be seriously detrimental to the interests of the school, a student at the school or their parents, or a person who works at the school. This power excludes matters related to the alteration and closure of the school, change of school category, approval of the budget, discipline policies and admissions.
- 1.4 The Governing Board will **not** delegate any functions relating to:
- The constitution of the Governing Board – the adoption of the Articles of Association and any amendments thereafter
 - The appointment or removal of the Chair or Vice-Chair
 - The appointment or dismissal of the clerk
 - The suspension of governors
 - The delegation of functions
 - The establishment of committees
 - The appointment of the Headteacher and Deputy Headteachers – authorisation of the decision of the selection panel
 - The establishment and maintenance of a register of business/pecuniary interests.
- 1.5 The quorum for any Governing Board meeting and vote must be one third (rounded up to a full number) of the complete membership of the Governing Board, excluding vacancies. Where there is a conflict between the interest of any member and the interests of the Governing Board that person should withdraw from the meeting and not vote.

- 1.6 The Governing Board will meet on at least three occasions per school year.
- 1.7 It is the policy of Ousedale's Governing Board to divide its responsibilities (where possible) among three main committees. These are:

Learning and Curriculum
Finance and Premises
Personnel

- 1.8 The rationale for the work of the three committees is based upon the following needs:
- to develop expertise, knowledge and understanding in assigned areas of the life and work of the school, recognising that most Governors will find it impossible to devote the time to acquiring detailed information about all the aspects for which they have collective responsibility;
 - to create an equitable apportionment of responsibilities amongst the three groups;
 - to improve further the contribution which Governors can make to the governance of Ousedale school.
- 1.9 The Headteacher, Chair and Vice-Chair will be voting members of all committees. Any governor will be welcome at any committee meeting. There will be one Deputy Headteacher per committee. They will provide a professional input, lead the development of policy/priorities and contribute to review and evaluation decisions.
- 1.10 Each committee will be clerked by a member of the school's secretarial staff.
- 1.11 Copies of committee agendas and minutes will be sent to all members of the Governing Board and posted on GovernorHub.
- 1.12 Each committee will meet at least once during a half-term period.
- 1.13 Each committee will describe and account for its work to the termly full Governing Board meeting. In particular they will **report** their work on the assigned policy review (see Appendix); school self-evaluation and improvement, and their contributions to the annual School Profile.
- 1.14 A committee will be deemed quorate with three voting members (excluding the Headteacher) present for a decision.
- 1.15 The Chair and Vice-Chair of each committee will be elected annually by the individual committee members at the first meeting of the academic year.
- 1.16 It is acknowledged that certain aspects of the remit outlined will overlap and most properly be of importance to each committee. The divisions shown attempt to create a more workable balance of interests/responsibilities which it is hoped will enhance the effectiveness of the Governing Board.
- 1.17 The three committee groupings do not preclude the formation of ad hoc working parties, either by the Governing Board or its committees, to consider and make recommendations on shorter term/defined aspects of the life and work of the school and its governors.
- 1.18 The Chair and Vice-Chair of Governors and the Chair of the Learning & Curriculum committee will meet annually with the School Improvement Partner for his/her advice on the Headteacher's performance for appraisal purposes. They will conduct this

performance review and inform the full Governing Board of the decision.

- 1.19 There will be separately composed groups of governors convened by the Chair through the clerk, which will act as separate Governing Board Committees. Each of these committees will be composed of at least three governors and will have **delegated powers** to discharge the Governing Board's duties.
- i. **Discipline Committee** – for the review of students' exclusions – from the Personnel Committee (or others if non-availability problems arise).
 - ii. **Hearings Committee** – to consider and make initial decisions about any issue relating to staff grievance, discipline, capability and redundancy in accordance with the school's adopted policies and procedures.
 - iii. **Appeal Committee** – to hear appeals against a decision of the Headteacher, or Headteacher and governor(s). No governor who has been involved in any initial decisions will be eligible to serve on separately formed appeal committees. Membership of an appeal committee will equal or exceed in number those on the original review committee. Members of review and appeal committees will declare personal and/or financial knowledge/interest and, if necessary, withdraw from the panel.
 - iv. **Complaints Committee** - to consider any complaint referred to it by the Chair in accordance with the school's adopted Parent and Carers Complaints Policy and Procedure.
 - v. **Admissions Committee** – to consider and decide applications for in-year admissions in accordance with the school's Admissions Policy.
- 1.20 Responsibilities will be delegated to the three main committees except where otherwise legislated (see para 1.4).
- 1.21 This policy will be reviewed annually at the first full Governing Board meeting of each academic year.

2.0 LEARNING AND CURRICULUM COMMITTEE

2.1 Membership

At least four governors.

2.2 Results

To contribute to the school's preparation of the analysis of results.

School Outcomes

To hold the school accountable for the performance of its students: to receive and interrogate annual reports on school examination results and progress against agreed academic targets (measured outcomes). The committee may request additional reports on any area of performance where a need for improvement has been identified.

To agree annual academic targets (measured outcomes) with the school leadership team.

2.3 Curriculum policy

- 2.3.1 To oversee the development, implementation and evaluation of the school's curriculum policies in consultation with the Headteacher and, when appropriate, with other staff, and to make recommendations to the Governing Board.
- 2.3.2 To agree and recommend to the Governing Board a written curriculum policy which reflects the aims of the school as well as national statutory requirements.
- 2.3.3 To receive reports on significant curriculum changes within the policies approved by the Governing Board, and to authorise changes affecting the implementation of these policies, provided that such authorisations are reported to the Governing Board.
- 2.3.4 To provide, with advice from senior staff, information to enable the Governing Board to ensure that:
- the school delivers a broad and balanced curriculum that promotes spiritual, moral, cultural, mental and physical development and prepares students for the opportunities, responsibilities and experiences of later life;
 - statutory assessment procedures are carried out;
 - approved external qualifications and syllabuses are provided.

2.4 Learning and Teaching

- 2.4.1 To oversee, in consultation with senior staff, the development, implementation and monitoring of school policies for Learning and Teaching.

2.5 Assessment, Recording and Reporting

To oversee, in consultation with senior staff, the development, implementation and monitoring of school policies for assessment, recording and reporting.

2.6 Sex Education

To agree and recommend to the Governing Board a written policy for Health and Sex and Relationship Education within national guidelines

2.7 School Self Evaluation

To oversee the development, implementation and evaluating of the school's self evaluation framework.

2.8 Equal opportunities

To oversee, in conjunction with the Personnel Committee, the development, implementation and monitoring of the school's Equal Opportunities Policy in its application to the curriculum with respect to securing equal opportunities in students' curriculum entitlement.

2.9 School Sessions

To consider and make recommendations to the Governing Board regarding any changes to the times of school sessions which may be required or recommended by the senior staff.

2.10 **School Improvement Plan**

To contribute to the School Development Plan, particularly with respect to those priorities relating to the curriculum and identified by the Headteacher.

2.11 **Complaints**

To consider, in line with statutory procedures, complaints relating to the curriculum and to refer any not so resolved to the Governing Board.

3.0 **FINANCE AND PREMISES COMMITTEE**

3.1 **Membership**

At least four governors

3.2 **Finance**

The following functions must take into account the EFA's latest Financial Regulations for Schools to:

- 3.2.1 review periodically and approve the school's finance-related policies. This will include levels of financial delegation to the Headteacher (approved by the committee) and to the committee itself (approved by the Governing Board);
- 3.2.2 consider and recommend the school's annual budget plan for approval by the Governing Board at its spring term meeting, providing that EFA has notified the school of its budget share;
- 3.2.3 approve revisions to the budget and variations to contracts where appropriate and report to the Governing Board each term;
- 3.2.4 monitor the school's income and expenditure and report the financial situation to the Governing Board each term;
- 3.2.5 receive and, where appropriate, respond to periodic external audit reports on the school's budget and other public funds administered by school staff;
- 3.2.6 review annually and adopt the school's Charging and Remissions policy;
- 3.2.7 ensure that any budgetary variance is accounted for;
- 3.2.8 approve the writing off of sums due to the school;
- 3.2.9 approval of the school's Finance Manual;
- 3.2.10 review the financial systems in place for Governing Board approval;
- 3.2.11 review Responsible Officer checks which are carried out on a regular basis;
- 3.2.12 undertake any other financial tasks as required by the Governing Board;
- 3.2.13 ensure there is a plan in place for the deployment of reserves.

3.3 Premises

- 3.3.1 To exercise the powers of the Governing Board over the use of the school's premises in both Newport Pagnell and Olney.
- 3.3.2 To act as the delegated committee in respect of new/future school buildings.
- 3.3.3 To monitor the maintenance, repairs and redecoration programme.
- 3.3.4 To ensure that the Governing Board's statutory duties with regard to students with special needs and Disability Discrimination legislation are met.
- 3.3.5 To review periodically and adopt the school's policies on:
 - Security
 - Lettings

3.4 Health and Safety

- 3.4.1 To review periodically the school's Health and Safety policy in line with the latest requirements of the Health and Safety at Work Act and related legislation, and recommend amendments to the Governing Board.
- 3.4.2 To monitor the effectiveness of the Health and Safety policy and to ensure that termly inspections of the school's buildings, plant and equipment are carried out and reported.

3.5 Insurance

- 3.5.1 To ensure that relevant insurances are in force covering the school against all potential financial liabilities relating to the school's employees; students; governors; visitors and all other users; buildings and contents and vehicles.

3.6 Educational Visits and Journeys

- 3.6.1 To review periodically and adopt the school's policy on Educational Visits and Journeys.

3.7 School Improvement Plan

- 3.7.1 To contribute towards the School Development Plan, particularly with respect to those priorities relating to Finance and Premises.

3.8 Catering

- 3.8.1 To monitor the school's provision of catering from both commercial and service perspectives.

3.9 Other

- 3.9.1 To undertake any other task relating to the above as required by the Governing Board.

4.0 PERSONNEL COMMITTEE

4.1 Membership

4.1.1 At least four governors.

4.2 Admissions

4.2.1 To advise the Headteacher on behalf of the full Governing Board on the school's Admissions Policy and within that policy to receive and respond to reports on admission requests and future projected rolls.

4.2.2 To consider and make recommendations on times of school sessions and the dates of school terms and holidays.

4.2.3 To support the Headteacher in ensuring the school meets its statutory requirements regarding publishing admissions information.

4.3 Staff Appointments

4.3.1 To approve the school's internal procedures for the selection and recruitment of staff (except Headteacher and Deputy Headteacher appointments).

4.3.2 To offer advice to selection panels to ensure that they act lawfully when appointing staff.

4.3.3 To ensure that the Governing Board's statutory responsibilities in relation to safeguarding children are fulfilled.

4.4 Staff Issues

4.4.1 To ensure that the Governing Board works within its adopted personnel policies, such as Discipline, Capability, Grievance and Redundancy.

4.4.2 To receive annual reports on the quality of CPD and an annual report on the quality of teaching, learning and marking to be able to evaluate if the school continues to provide high quality training, and standards in the classroom are being maintained.

4.4.3 In consultation with the Headteacher determine and review annually, or as required, the staffing structure for the school.

4.4.4 To undertake, with the Headteacher, a periodic review of the school's personnel management procedures.

4.4.5 To review periodically the salary structure for teaching and non-teaching staff and, where appropriate, approve alterations to salaries.

4.4.6 To approve or reject requests from teachers or other staff for long-term leave of absence.

4.4.7 To consider all issues relating to staff wellbeing and, on behalf of the Governing Board, approve measures designed to enhance and improve the physical/environmental and support aspects of the school - subject to financial constraints.

4.4.8 To encourage the professional development of the school's teaching and non-teaching staff, including approval and monitoring of the Staff Improvement Policy and receiving reports on the uses of the INSET budget.

4.4.9 To act as the Governing Board link in the development of the school's relationship with Professional Associations and Trade Union organisations.

4.4.10 To receive relevant reports in relation to staff sickness.

4.5 Behaviour, Student Well-being and Discipline

4.5.1 To act as the review Board (subject to availability) for students' permanent exclusions. To receive reports from the school concerning attendance patterns and to make recommendations accordingly.

4.5.2 To ensure that the Governing Board's statutory responsibilities in relation to Safeguarding Children are fulfilled.

4.5.3 To adopt and review periodically the school's policies that relate to behaviour and discipline.

4.5.4 To adopt and review periodically Ousedale's Home-School Agreement.

4.5.5 To consider on a regular basis matters related to student pastoral care, well-being, mental health and behaviour.

4.5.6 To promote and support a healthy school environment.

4.5.7 To ensure that the Governing Board fulfils its statutory responsibilities in relation to the Equalities Act in conjunction with the Learning and Curriculum committee.

4.6 Special Educational Needs and Disability

4.6.1 To oversee, in consultation with senior staff, the development, implementation and monitoring of policies with respect to students with special educational needs and disability and to ensure that these needs are met as far as possible.

4.7 School Improvement Plan

4.7.1 To contribute to the School Improvement Plan, particularly with respect to those priorities relating to Personnel and identified by the Headteacher.

5.0 ANNUAL GENERAL MEETING

5.1 The Annual General Meeting (AGM) of the academy trust will be held in December each year. A member of the academy trust, who is not a member of the governing board, will chair the AGM. The chair of the AGM will be agreed at the meeting for the following year and will be rotated between such members.

Reviewed by Finance & Premises Committee October 2020
Reviewed by Personnel Committee October 2020
Reviewed by Learning & Curriculum Committee October 2020
To Full Governing Board December 2020
Date of Next Review November 2021

OUSEDALE SCHOOL POLICY STATEMENTS

TITLE	COMMITTEE OVERSIGHT	LAST REVIEWED	NEXT REVIEW DUE	FGB ADOPTION REQUIRED
Admissions Arrangements	Personnel	October 2020	October 2021	✓
Anti-Bullying	Personnel	July 2019	June 2022	
Anti-Fraud and Corruption Policy	Finance	March 2019	March 2022	
Appraisal -Teaching Staff	Personnel	October 2019	June 2022	
Appraisal – Associate Staff	Personnel	March 2019	March 2021	
Assessment, Recording and Reporting	Learning & Curriculum	May 2020	May 2021	
Associate Staff Pay	Personnel	July 2019	March 2022	
Behaviour incorporating Exclusions	Personnel	November 2020	November 2023	
Capability Policy & Procedure for School Staff	Personnel	June 2019	June 2022	
Careers Education, Information, Advice and Guidance (CEIAG)	Learning & Curriculum	June 2018	June 2021	
Charging & Remissions	Finance	July 2017	June 2020	
Code of Professional Conduct and Practice for Ousedale School Staff	Personnel	November 2019	November 2021	
Confidential Reporting	Personnel	Jan 2019	Jan 2022	
Cover	Personnel	March 2017	March 2020	
Curriculum	Learning & Curriculum	March 2017	March 2020	
Data Protection	Personnel	Apr 2018	Apr 2021	
Delegated Powers of the Governing Board Committees	All	November 2020	November 2021	✓

Disability Access Plan	Finance	June 2019	March 2022	
Disciplinary Procedure for Headteachers	Personnel	April 2018	April 2020	
Disciplinary Procedure for School Staff other than Headteachers	Personnel	June 2019	May 2022	
Disclosure and Barring Service	Personnel	March 2019	March 2021	
Drugs and Medicines	Personnel	June 2018	June 2021	
Educational Visits and Journeys	Finance	November 2018	November 2020	
Enrichment	Learning & Curriculum	February 2018	February 2021	
Equality Policy	Personnel	March 2018	March 2021	
Equal Opportunities - Students	L & C/ Personnel	March 2018	April 2021	
Exams	Learning & Curriculum	June 2019	January 2022	
Finance	Finance	November 2018	November 2020	
First Aid	Finance	June 2018	March 2021	
Fixed Asset	Finance	October 2016	January 2020	
Freedom of Information Policy	Personnel	April 2018	April 2021	✓
Gifts and Hospitality	Finance	November 2020	November 2023	
Grievance Policy & Procedure for School Staff	Personnel	July 2017	June 2020	
Health & Safety at Work	Finance	June 2019	June 2020	
Highly Able	Learning & Curriculum	January 2019	January 2021	
ICT Policy	Personnel	April 2018	April 2021	
Investment	Finance	May 2019	May 2022	
Leave of Absence Policy for School Staff	Personnel	July 2019	June 2022	
Lettings	Finance	March 2017	March 2020	

Local Government Pension Scheme – Discretions within the Scheme	Personnel	January 2018	January 2020	
Managing Staff Attendance Policy	Personnel	July 2017	July 2020	
Managing Underperformance Policy applicable to Headteachers	Personnel	March 2017	March 2020	
Management of Work Place Stress	Personnel	April 2017	April 2020	
Parent and Carer Complaints Policy and Procedure	Personnel	November 2019	November 2022	
Personal, Social and Health Education (PSHE)	Learning & Curriculum	January 2019	January 2022	
Post 16 Bursary Fund Policy	Learning & Curriculum	January 2019	January 2022	
Principal Accounting	Finance	October 2016	October 2019	
Records and Retention Policy	Personnel	Apr 2018	Apr 2021	
Recruitment & Selection of Staff	Personnel	Mar 2018	Jan 2021	
Redundancy Policy & Procedure for School Staff	Personnel	July 2018	June 2021	
Relationships Education, Relationships and Sex Education (RSE) and Health Education Policy	Learning & Curriculum	June 2019	June 2022	
Safeguarding & Child Protection	Personnel	October 2020	October 2021	
Security	Finance	January 2017	January 2020	
Sexual Violence and Sexual Harassment Between Students Policy	Personnel	March 2018	March 2021	
Shared Parental Leave (maternity and adoption)	Personnel	April 2017	April 2020	
Social Media Policy for Staff	Personnel	November 2020	November 2023	
Special Educational Needs and Disability (SEND)	Personnel	May 2020	May 2021	

Spiritual, Moral, Social & Cultural (SMSC)	Learning & Curriculum	January 2019	January 2021	
Supporting Students at School with Medical Conditions	Personnel	November 2019	October 2022	
Teaching & Learning	Learning & Curriculum	November 2019	November 2022	
Teaching Staff Pay	Finance	June 2019	June 2022	