

Welcome to the September Monthly Bulletin, the first of the new academic year. Our bulletin has been produced with the aim of keeping governors, clerks and school leaders informed of the latest educational developments as they happen. The most effective way of using this briefing is to have it as an agenda item as part of your Governing Board and Committee meetings.

Department for Education Updates

2018 School Performance Tables - The DfE release timetable for publishing the 2018 performance measures is as follows: primary performance data - December 2018; provisional secondary performance data - October 2018 and validated January 2019; provisional 16 to 18 performance data January 2019 with validated in March 2019. There are some new performance measures this year at key stage 4 and 16 to 18. This [report](#) contains the changes and how accountability measures for comparing local and national performance can be used by parents. ***Does your Board know how your school fared locally and nationally? What are the reasons for any trends?***

Working together to safeguard children 2018 - This statutory [framework](#) updated in August 2018 sets out the legislation relevant to safeguarding and it should be read alongside the statutory [guidance](#). This is especially relevant for the delegated Safeguarding governor to understand how the multi-agency system operates. ***How does your safeguarding governor report back to ensure compliance with relevant safeguarding legislation?***

Permanent and fixed-period exclusions in England: 2016 to 2017 - The series of [documents](#) reports on the permanent and fixed-period exclusions for the 2016/17 academic year for primary, secondary and special schools including information on: reasons schools report for excluding pupils; exclusions for different pupil groups; independent exclusion review panels; school level exclusions; exclusions from pupil referral units. ***How do these statistics compare to your school? How is the learning protected for these pupils?***

School culture and practice: supporting disadvantaged pupils - This qualitative [study](#) provides evidence on cultures and practices seen in schools that perform well and less well for their disadvantaged pupils, inside and out of London. It provides insights for those interested in school improvement around practices that could be encouraged to improve attainment of disadvantaged pupils. ***How did your disadvantaged pupil outcomes compare with non-disadvantaged? What was the impact of the pupil premium strategy and specialist funding? What were the successful practices?***

Literacy and numeracy catch-up strategies - This updated [review](#) includes catch-up strategies and interventions intended for use in year 7 for low-attaining pupils in literacy or numeracy at the end of key stage 2 and includes a summary of broader principles which have helped the transition of pupils from primary to secondary school. ***How successful was the transition process? How do primary and secondary governors discuss transition? How impactful was the specialist funding?***

Data protection: toolkit for schools - This guidance [toolkit](#) has been updated within safeguarding, consent, retention, data protection officer and data breaches sections. The annual review checklist tool includes information on the retention of governance documents and should be presented annually to the Board. ***How does your DPO report to the Board?***

Keeping children safe in education 2018 - This statutory [guidance](#) applies to all schools and is for: headteachers, teachers, staff, governing boards and management committees. It sets out the legal duties you must follow to safeguard and promote the welfare of children and young people under the age of 18 in schools. All school staff should read part 1 of this guidance. **All** governors and school management need to have read and understood part 2. The latest September 2018 LA exemplar child protection [policy](#) on Kelsi **must** be approved by your full Board at its first meeting. If this meeting has already taken place, the Chair can read and approve as a Chairs urgent action with ratification of the policy by the board at its next meeting. ***How do you evidence that staff and volunteers have read part 1? Is KCSIE included in your induction pack for new governors? Is the latest Child Protection policy on your agenda?***

Ofsted Updates

Guidance - How Ofsted selects new schools for inspection - This [guidance](#) sets out how Ofsted will select new schools for inspection. It includes initial inspections of different types of academy schools; schools with significant change e.g. amalgamation; academy converters and free schools. ***How does your Board ensure it is prepared for its Ofsted inspection?***

Updated guidance - Inspecting safeguarding in early years, education and skills - This updated [handbook](#) sets out what inspectors must consider when inspecting safeguarding. It outlines the evidence that inspectors will look for during inspections and sets out the judgements they will make. It needs to be read alongside the 'Common inspection framework: education, skills and early years' and the individual inspection remit handbooks. ***Is your safeguarding governor ensured monitoring compliance against the handbook?***

National Governance Association Updates

Many resources have been updated, click [here](#) for further details. All free to members. Sign up [here](#).

Governing boards and clerks invited to enter national awards to recognise their achievements

Please click [here](#) for information on the categories and to see how to nominate governing boards and clerks for their outstanding practice in the NGA's biennial Outstanding Governance Awards. Closing date 3rd December 2018.

NGA Leading Governance - DfE support development for Chairs and Aspiring Chairs

The new DfE funded development programme for all in a Chairing role or aspiring to be as part of succession planning still have places for cohorts 2 and 3. The course aims to develop leadership skills and confidence attracts DfE funding with full funding of £500 in most circumstances. The programme includes: three face-to-face workshops focusing on

leadership development: 360-degree diagnostic to evaluate strengths and development needs: access to interactive e-learning modules and resources; mentor support and support with creating a school-based project and action plan. Please see [here](#) for funding and registering requirements and click [here](#) to book your place. Two references are required. Governor services can be a referee. **As Chair have you signed up? Are you signposting this to your new Chairs? SIGN UP NOW!!**

Governor Services Updates

Team Changes

As you know, we said farewell to Sue Cavell-Hill at the end of last term and wish her well in her retirement. We have looked at our structure moving forward into The Education People and I am pleased to announce that Julia Durcan will continue to support schools in West Kent, but she now takes on a new role, Senior Area Governance Officer. This post will work alongside me as Governor Services Manager and will have the strategic lead on clerking across the county. Although some of you will have met our new North Kent Area Governance Officer, Jude Johnson, as she joined us in July, I would also like to say another welcome to Jude and please be sure to contact her if you are a North School Governor. We are in the process of finalising the administration team supporting Governance and again working alongside both myself and Julia. Once this is in place we will announce the new team. I am sure you will all join me in congratulating Julia and the Governance team all look forward to working and supporting you in this new and exciting academic year.

The Education People

This month we go live into our new company, The Education People. Please see the end of the bulletin for new contact email details. Our new website is <https://www.theeducationpeople.org/>. This bulletin will be updated to the blog section of the new website. Governance statutory information and guidance will also remain on KELS. **Have you signed up to the website to receive updates and to book training?**

The Professional Clerk

The new development programme for Clerks of all school and academy governance boards has been launched and delivered in Kent. The course attracts DfE support funding which for eligible schools & clerks, could see a cost reduction from the full price of £400 to £50. Please be aware that for the advertised courses, places and support funding are limited; we would suggest booking a place as soon as you are able. Course content, dates, time, venues, support funding and booking information can be found [here](#) **Is this part of your Clerk's Performance Management?**

Teachers' Pay Update

The Government have been consulting on proposed salary increases for teachers from 1st September. The new School Teachers Pay and Conditions Document confirming details of the pay increases is expected imminently. The Government has proposed the following: 3.5 % uplift to the minimum / maximum values of the main pay range; 2% uplift to the minimum / maximum values of the upper pay range; 1.5% uplift to the minimum / maximum values of the leadership pay range and leadership group sizes. Schools will still have discretion to determine how this pay award is implemented based on evidence of performance. Maintained Schools are advised to wait and consider guidance from the Local Authority on how the pay award might be implemented at a county level. Schools are advised **not** to determine any uplift to their pay framework until the pay award is confirmed. To support the implementation of this pay award a new national pay grant for all maintained schools and academies has been announced. Look out for further guidance regarding the Teachers' Pay Award via Kelsi. In the meantime, visit www.the-sps.co.uk for the latest updates on these changes. Further advice in the October bulletin and District Governor briefings.

Headteacher performance management (HTPM) and pay committees/panels

Please ensure your Board has appointed governors, evidenced in the minutes to the HTPM and the separate Pay Committee. Each committee should have 3 members. Best practise recommendation is for the HTPM to be the first appraisal of the year prior to teaching staff, with the Chair to be on the HTPM though not as the Chair of the committee and not to include the Vice chair as well. The Vice Chair can lead the pay committee. The Board needs to appoint the external advisor for HTPM. For more information on appointing an external adviser click [here](#).

Updated governance resources on Kelsi

The following resources have been updated here for the 2018-19 academic year: Code of Conduct; Separate terms of reference for circle or committee-based governance structures; Separate governor monitoring visit policies for circle or committee-based models; standing orders for Chairs/vice Chairs, Co-opted governor and Associate member. Good practise is for these to be reviewed annually. **Has your Board evaluated and reviewed its working? What was the impact? How can improvements be made to ensure effective governance?**

Careers guidance delegated governor (Secondary)

Reminder- It is a statutory requirement to have a governor delegated to monitor careers guidance by taking a strategic interest in careers education and guidance and encourages employer engagement.

Governor Services Survey

We have extended our closing date for our Governor Survey to 30th September 2018. Please can all governors complete the survey by clicking this link <https://s.surveyplanet.com/BJ45I-Kzm> Your views and feedback are incredibly valuable to us, giving you the opportunity to shape our training programme. **Have you completed the survey?**

A Bridge too Far

Many of you may remember Ali Body presenting at the Governor Conference last October on Generating Alternative Income. Ali's latest report, A Bridge Too Far- the Increasing Role of Voluntary Action in Primary Education has now been published and can be found at <http://www.abridgetoofar.info/> alongside the 2016 report. Ali sends a sincere thank you for all those who participated with this research.

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'In house' and Bespoke training

Have you as a governing board considered your whole boards governance training needs? Would an 'in house' or bespoke session with your governors together in the same room enable shared insight and evaluation on the effectiveness of governance? If yes, then book a board training session from the 'in house' list below. ***The 'In house' training courses listed below are not available on the core governor services training programme.*** Each session costs £300 for 20 governors if you have subscribed to the Governor Services SLA and £400 for those who do not. Costs can be lowered by sharing with boards within your collaborations?

Those who have commissioned in house Board training comment on the impact of all hearing the same message; being able to immediately and collectively discuss areas for Board development, with discussions and action planning formulating within and continuing outside of the training session.

'In House' training courses, not found on the core programme, include:

Strategic Vision and Values - How to unpick the Boards core role in ensuring clarity of vision, ethos and strategic direction. Ideal for the summer or early autumn term as the Board and School evaluates and reflects on the mid and long-term vision.

Strategic Challenge and Impact - How to ensure your Board is effectively holding the executive school leaders to account for the educational performance of the school and its pupils and evidencing the challenge.

Pack types - Understanding the individuals within your Board to ensure team working. This can also show those who have the characteristics and traits required as part of succession planning.

Self-Evaluation for Good Governance - To aid your Board in evaluating your effectiveness in triangulating self-evaluation and school priorities.

Effective Monitoring Visits - To gain understanding of how governor monitoring visits to the school will have impact as part of board monitoring and evaluation for either the circle or committee-based governance structures.

Understanding Effective Governance - To understand the Boards role as described in the Governance Handbook and Competency Framework for Governance, covering the six key areas of effective governance.

Be prepared for Ofsted - To understand the common inspection framework and the governance evidence required.

Bespoke courses

If the above courses do not meet your collective training need, we can offer a bespoke session tailored to your topic and board. Please ask your Area Governance Officer for further details. Again, the cost can be shared by inviting governors from neighbouring schools or collaboration.

Other commissioned services include

Consultancy - for a charge of £65 an hour with the SLA we can consult on succession planning, evaluation, best practise etc.

Governing Board Observations - (£450 with SLA). With feedback and short report containing recommendations to improve practice.

Reviews of Governance - Various models to suit your Boards needs.

Ofsted - Inspection Handbook

"The effectiveness of governors in discharging their core statutory functions and how committed they are to their own development as governors in order to improve their performance."

FOR FURTHER INFORMATION AND PRICES ON ANY OF THE ABOVE TRAINING CONTACT YOUR AREA GOVERNANCE OFFICER