NEWHAM PARTNERSHIP WORKING
Governors' Newsletter
TERMLY

Annual Governors' Conference 2018

Safeguarding: Children Missing in Education (CME)

Governors and Trustees from Newham and neighbouring boroughs attended the Annual Governors' Conference on Saturday 17th November 2019, held at Little Ilford Secondary School in Manor Park.

Safeguarding with a focus on Children Missing in Education (CME) was the theme this year, being one of the priority areas for the London Borough of Newham for 2018/19.Simon Mares, Chair of Governors of Little Ilford, opened the event and Councillor Julianne Marriott, Cabinet Member for Education, and chaired proceedings.

Superintendent Paul Clements, Head of Safeguarding for the Metropolitan Police in Newham and Waltham Forest gave the keynote address, which focused on the importance of strategies to ensure children remain in education and highlighted the important role of key agencies working together. Paul talked about Operation Encompass a project that directly connects the police to schools to secure better outcomes for children exposed to domestic violence. Governors and Trustees reported that the question and answer session was informative, moving and inspired them to find out what their schools had in place for Children Missing in Education.



Governors had the choice of attending one of three theme related workshops. Dealing with Exclusions, which focused on the most vulnerable groups in education, the exclusions process and a governors' role. Good Governance and the Contribution to Safeguarding Children, which focused on the governors' role beyond KCSIE 2018 and learning from reviews. Inside the Youth Service was an interactive, engaging role-play session based on the work of the Youth Service from a service user's perspective. All workshops received good or excellent feedback and the conference overall received a good and excellent rating of 98%.

Feedback comments included,

- Excellent conference learnt a lot and will discuss the possibility of implementing new initiatives with my school
- Very informative
- Useful for my role as Safeguarding Link Governor
- A very well organised event.

The conference closed with a hot lunch provided by Little Ilford School. NPW send a huge thank you to all who attended the conference, Superintendent Paul Clements, Cllr Marriott for chairing, Little Ilford School for hosting the event and to all workshop leaders for delivering interesting, motivating and informative sessions.

For more information on Operation Encompass, please contact info@operationencompass.org

Operation Encompass
Supporting children and young people exposed to domestic abuse

Ofsted New Inspection Framework Consultation

Ofsted seeks your views on proposals for changes to the education inspection framework from September 2019.

In September last year, her majesty's chief inspector for Ofsted, Amanda Spielman, announced her intention to develop a 2019 Ofsted inspection framework with curriculum as a central focus.

Ofsted has published the consultation of its draft framework for the inspection of maintained and academy schools, to take effect from September 2019. Ofsted are consulting for a single "quality of education" judgement to replace the existing "quality of teaching, learning and assessment" and "outcomes for pupils" categories. The proposals are that inspectors will focus on a provider's curriculum intent, implementation and impact, and pupil performance will not be considered in isolation but in the context of the school curriculum. The framework proposals are based on in-depth research carried out by Ofsted.

Draft inspection handbooks for early years, further education and skills, non-association independent schools, and maintained schools and academies can be found here:

https://www.gov.uk/government/publications/ofsted-inspection-handbooks-drafts-for-consultation

Consultation documents can be found here:
https://www.gov.uk/government/consultations/education-inspection-framework-2019-inspecting-the-substance-of-education
This is an opportunity for governors to be involved and have their say in the proposed draft framework.

This consultation closes on Friday 5 April 2019, at 11:45pm.

On Wednesday 6th March 2019, from 18:00 – 20.00, we will be holding a facilitated discussion led by Mitch Karunaratne, Education Consultant to review the draft framework and discuss possible responses to the consultation. Please book your place by emailing training@npw.uk.com or calling 020 8249 6936.

Best Practice Guidance for School Complaints Procedures 2019

Department for Education

Best Practice Guidance for School Complaints Procedures 2019

On 11th January 2019, the DfE published updated guidance for schools in relation to complaints. In accordance with Section 29(1) of the Education Act 2002, all maintained schools and maintained nursery schools must have and publish procedures to deal with all complaints relating to their school and to any community facilities or services that the school provides, for which there are no separate (statutory) procedures.

The duty to establish procedures for dealing with complaints lies with the governing board. It is recommend by the DfE, that you incorporate a serial complaints policy into your complaints procedure.

View updated procedures
https://www.gov.uk/government/publications/school-complaints-procedures/best-practice-advice-for-school-complaints-procedures-2019

The DfE have published some non-statutory model policies that schools may find useful.

View model policies
https://www.gov.uk/government/publications/school-complaints-procedures

Contact Geetha Unnithan for advise and guidance for the schools complaints procedure at: geetha.unnithan@npw.uk.com or 0208 249 6973.

Our Lucky Draw Winner

Every term, we randomly select a few governors from amongst those who have attended training. They win a copy of the latest Governors' Yearbook. This term, the following governors will receive a copy:

- **Annette Massey-Reed** (Boleyn Trust)
- **Eghosa Fred Idehen** (OLGCT)
- **John Gibson** (Winsor Primary)
- **Ololade Badejo** (St Francis Catholic Primary)

Congratulations!

NGA Leading Governance Development for Chairs

Development for Chairs Programme 2019

In partnership with the National Governance Association, we will be running Cohort 2, of the Development for Chairs Programme. This course provides chairs, vice chairs, committee chairs and aspiring chairs opportunities for developing leadership skills and confident governance.

The programme offers a blend of flexible learning to include access to online content, face-to-face workshops and one-to-one mentoring.

Programme start date Spring/ Summer 2019

If you would like to find out more about the course, or book a place, please contact the Training Service on 020 8249 6936 or at training@npw.uk.com

NGA 'Learning Link'

NGA Learning Link offers flexible e-learning to help governors, trustees, chairs and clerks develop their governance skills and knowledge.

The National Governance Association has teamed up with Virtual College, one of the UK's top e-learning providers, to deliver accessible, engaging and convenient e-learning. With 24/7 multi-device access to modules, learning can be completed anytime, anywhere and at any place that suits the learner.

Just go to https://nga.vc-enable.co.uk

What's New in the Curriculum? (EYFS, Primary & Secondary)

What New in the Curriculum has changed format this year.

We know that many governors and trustees are members of more than one governing board and some governors would like to have an insight across all three phases. This course will mean governors and trustees can attend all three sessions in one evening.

On Tuesday 26th March 2019, from 18:00 we will run a 3-hour training session that will cover all three phases:

- 18:00 - What's New in the Early Years Foundation Stage?
- 19:00 - What's new in the Primary Curriculum?
- 20:00 – What is New in the Secondary Curriculum?

Please see the last page of this newsletter for the course content and trainer information.

You can book your place at training@npw.uk.com or by calling 020 8249 6936

Safer Recruitment Training

Safer Recruitment is designed to protect children's welfare at every point where they come into contact with professionals in a safeguarding role.

This recruitment legislation enforces pre-employment checks for all prospective staff to seek out anyone who may not be suitable to work with children and vulnerable young people.

When: Monday 1st April 2019

Time: 09:00 – 17:00

Where: Francis House, 760 Barking Road, Plaistow, London E13 9PJ.

To book email training@npw.uk.com or call 020 8249 6936

Fit for the Future?
Governing Board Effectiveness and Succession Planning

All maintained schools and academies should have a strategic long-term vision, but how many Governance groups reflect on the extent to which they themselves are fit for the future?

Ensuring clarity of vision, ethos and strategic direction is one of the 3 core responsibilities of a Governing Board. As a starting point Boards should consider whether they are clear about their vision, and the current and future challenges that could get in the way of achieving that vision. All Boards should be actively involved in deciding the strategic direction of the school or Trust that they govern, which then flows into the school development plan. Can your Board articulate the school vision and how they have contributed to it?

Discussion of mid- to long-term strategic vision will often form a core part of an awayday for Governors and school leaders, where a cycle of review and renewal is also agreed. The executive leadership is responsible for the operational arrangements needed to deliver the vision, but Governors should also reflect upon what they need to do to maintain effective oversight and support.

In order to understand the route that any Board needs to travel to get to its desired destination, it needs to first understand its starting point. It is good practice for Governing Boards to review their effectiveness on an annual basis, indeed Trusts need to include steps that they have taken to ensure that they are effective as part of their annual report.

Have you undertaken a skills audit to build up a picture of your current Board? There are a number of skills audits available, but do these models really provide you with the information you need about the skills and attributes you need for *your* school? Consider running the process back to front. Start off by looking at what your school needs from its Governors. Do you need all, most or some Governors to have these skills and attributes? Once you have decided this, tailor the skills audit to meet your needs and make sure that you have someone who will analyse the results and identify any gaps.

A good Board will also systematically evaluate its effectiveness through a process of review. An external review will be more costly, but provides an invaluable independent view of effectiveness. A good reviewer will work with a Board to make sure that they look at any specific areas on request, as well as providing an overview of strengths and areas for development. We would suggest an external review every three years – maybe a year ahead of the Ofsted window opening - complemented by a process of regular self review in the interim.

Once you have established your start and end points, reflect on the extent to which you need to change to meet the needs of the future.

- Do you need to change any of your structures? Are your committees and link roles fit for purpose? Will reconstitution help you to become more effective?
- Map out when terms of office are due to expire, and the impact and opportunities that this presents. Are any key post holders, such as the chair, planning to step aside? Do we have succession plans for key roles in place?
- Are there significant gaps in the skills and commitment needed to steer the school in the right direction. Can these be met by recruitment or training?

Governors and Trustees on the most effective Boards will not only hold the school to account, but also hold each other to account. Do you have courageous conversations as individuals and as a group? All members of the Board should be encouraged to reflect upon whether they can offer what is needed for the future. It is easy to just reappoint those who are willing to serve without considering whether any vacancy could be better filled by someone with different skills or who is able to offer more time to the school. The same goes for systematically reappointing to any key roles on the Board, particularly the Chair. Some Governance structures limit the terms of office any Governor or chair can serve. This can limit flexibility if you judge that you do have the right people in place, but long-term service should be by design rather than accident or inertia. Having a clear plan for the future direction of the Board can help de-personalise changes when the time comes.

It is really easy to just keep on doing the same things in the same way with the same people, but, when carefully planned, change can be exciting and rejuvenating, as well as a bit scary.

Jill Cameron
Governing Bodies Development Officer

Governors' Courses
Spring Term 2019

Understanding the Budget (STRATEGIC)
Competency Framework Level 2c & 2d

Governors need to understand how to use their school budget to raise standards. This course will look at how the budget works, how it can be used effectively and what governors/trustees need to do to monitor it. The course content will be relevant to new governors or those who wish to build their knowledge of school budget management.

Tutor: *Jill Cameron & Donna Kelly* *10am or 7pm* ***Monday 11th February***

Headstart: Mental Health, Resilience and Wellbeing in Education (KNOWLEDGE)
Competency Framework Level 1b

Find out about local and national changes in Headstart's approach to mental health in education and how schools and governors/trustees can support young people develop their resilience. Enhance your understanding of mental health, resilience and wellbeing and your knowledge of how a school can improve and address them.

Tutor*: Suusanna Harskamp* *10am or 7pm* ***Wednesday 13th February***

Dealing with Exclusions 1 & 2 (SKILLS)
Competency Framework Level 1a & 5a

Governing boards and head teachers are required by law to follow statutory guidance issued by the Secretary of State when making decisions on exclusions and administering the exclusions process. This session will cover what governors/ trustees need to do to carry out their responsibilities. **It is strongly recommended that all governors/trustees likely to be involved in exclusions attend this course. Governors must attend both parts in order to complete the course.**

Tutor*: Peter Sullivan* *10am or 7pm* ***Tuesday 26th February (Part 1)***

7pm only ***Tuesday 5th March (Part 2)***

Challenge & Support (SKILLS)
Competency Framework Level 1a, 1d, 2a and 2b

Ofsted continue to focus very closely on governance and inspectors will look at governing board minutes for evidence of how well governors/trustees challenge and support school leaders by asking appropriately challenging questions. This session will help governors/trustees identify issues that require greater scrutiny and will provide guidance as to how questions can best be put.

Tutor*: Bronwen Stuckey & Cleon Wilson* *10am or 7pm* ***Thursday 28th February***

Governors' Courses
Spring Term 2019

Safeguarding in Governance (KNOWLEDGE)

Competency Framework Level 2a & 5a

This training will assist governors/trustees in ensuring that:

- the school has an overarching safeguarding strategy that minimises the risk of harm for all children and meets Ofsted expectations
- senior leaders have sufficient resources to effectively undertake operational safeguarding work
- their knowledge is fully up-to-date in order to effectively scrutinise the school's safeguarding arrangements.

Tutor**: Vivienne Hammond* *10am or 7pm **Monday 11th March

Introduction to Governance

Competency Framework Level 3a & 4a

This course is designed to give new governors/trustees the essential information they require to become effective governors/trustees. It is based on the national programme developed by the DfE and is built around the key roles that governors/trustees play in helping their schools to raise standards of achievement.

Tutors:** NPW Tutor Team* *9am to 3.00pm **Saturday 16th March

Religious Education and Collective Worship (KNOWLEDGE)

Competency Framework Level 5a

This workshop will clarify school responsibilities around religious education and collective worship. It will give governors/ trustees time to think about how both can make an important contribution to Spiritual Moral Social and Cultural Development (SMSC) and promoting fundamental British values within a school.

Tutors:** Claire Clinton* *10am to 7pm **Tuesday 19th March

What's New in the Curriculum? (KNOWLEDGE)

Competency Framework Level 2a, 2c, 2f & 5a

This session will cover new developments across all phases, Early Years Foundation Stage, Primary and Secondary. It will include how governors can enhance their knowledge of all curriculum subjects, assessment, reporting and how schools have amended their curriculum to suit the current political and economic climate and changes to the way schools work. It will look at how schools embed British Values throughout by exploring development of pupils' knowledge, understanding and skills as part of the wider curriculum.

Tutors:** Julian Grenier - Rohima Begum - Craig Lilleyman - Andy Lewis* *6pm to 9pm **Tuesday 26th March

Produced by
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You will find a copy of the NPW Governor Development Booklet 2018/2019 in the Governors' mle room
www.londonmle.net/newham/login