



St Michael's Church of England High School

Governing Board Membership and Terms of Reference

Reviewed and Adopted: 6th October 2022
Current version as at: Updated 26th January 2023

Governing Board Membership 2022/2023 Academic Year

LA (1)	End of office
Kerry Thornton (Co-Chair)	14 th July 2022 – 13 th July 2026
Parent (3)	End of office
Katarzyna Kujawa-Sogbesan	7 th January 2021 - 6 th January 2025
Ian Goldby-Timmis	21 st June 2022 – 20 th June 2026
Simon Smith	30 th November 2021 - 29 th November 2025
Headteacher(1)	End of office
Mrs Christina Handy-Rivett	Headteacher - Ex-officio from 15 th March 2022
Staff Governor (1)	End of office
Lee Mole	Re-elected – 11 th October 2026
Foundation (8)	End of office
Joe Parker (Vice Chair)	6 th July 2022 – 5 th July 2026
Colin Nicholls (Co-Chair)	Re-appointed 28 th September 2021 - 28 th September 2025
Julie Bodin	Re-appointed 23 rd November 2020 - 22 nd November 2024
Kita Amos	2 nd December 2021 - 1 st December 2025
VACANCY	
Abigail Moyo	1 st January 2020 – 31 st December 2023
Dan Jarvis	31 st October 2022 – 30 th October 2026
Reverend John Bridge	Appointed 23 rd March 2020 Ex Officio
In Year Resignations	
Ken Hadley	Resigned 26 th January 2023

Chair: Colin Nicholls/Kerry Thornton

Vice Chair: Joseph Parker

Meeting Dates 2022-2023

	Autumn Term	Spring Term	Summer Term
Full Governing Board Start 6pm	6 th October 2022 (Set up meeting)	30 th March 2023 (Budget Ratification)	6 th July 2023
	1 st December 2022		
Curriculum committee Start 6pm	22 nd September 2022 (Results)	20 th April 2023	13 th July 2023
	8 th December 2022		
Personnel and Finance Committee Start 6pm	17 th November 2022 Starting at 7 pm	12 th January 2023	8 th June 2023
		16 th March 2023 (Budget Setting)	
Facilities Management Committee Start 6pm	20 th October 2022	26 th January 2023	11 th May 2023
Pay Committee	17 th November 2022 Starting at 6 pm		
Headteacher Appraisal Start 6 pm	TBC		

Governors Statutory Responsibilities and Functions

In all types of schools, governing boards should have a strong focus on three core strategic functions:

- Ensuring clarity of vision, ethos and strategic direction,
- Holding the executive leaders to account for the educational performance of the organisation and its pupils, the performance management of staff; and
- Overseeing the financial performance of the organisation and making sure its money is well spent. (Extract from Governance Handbook October 2020)

Governance Handbook/Competency Framework for Governance

Please refer to the Governance Handbook and Competency Framework for Governance published by the Department for Education. The latest versions are available online below:

[Governance Handbook October 2020](#)

[Competency Framework for Governance January 2017](#)

Review of committees and delegation

The governing board must review the committee structure, terms of reference for each committee and the membership of each committee on an annual basis.

Terms of Reference

The following committees established by the governing board comply with The School Governance (Role, Procedures and Allowances) (England) Regulations 2013.

The Headteacher can attend all meetings of any committee established by the governing board but in some instances, this may only be in an advisory capacity. When an issue is being discussed that directly affects the Headteacher, they must, as with any other governor in a similar position, declare an interest and physically withdraw from the meeting.

In maintained schools, the quorum for a meeting of the full governing board and for any vote on any matter at such meeting, is one half (rounded up to a whole number) of the membership of the governing board at the time of the meeting **not including any vacant positions**. In the event of equal votes, the chair has the casting vote.

Virtual meeting arrangements

The Governing Board has approved the use of “virtual attendance” at meetings (approved at FGB meeting on 6th October 2022).

For full details, please refer to the Virtual Governance Policy.

Committees

The legal minimum quorum for committee meetings is three voting governors. The quorum for committees will not include associate members - despite any voting rights they may have been given - as they are not considered to be members of the governing board.

The appointed clerk will undertake the clerking of the committees.

The committee minutes shall be included as an agenda item for consideration/information at the next meeting of the full governing board where appropriate.

All decisions made by committees with delegated powers should be reported to the next full meeting of the governing board. If the minutes are not finalised a brief statement of the conclusions reached should be given.

The chair of the committee will be appointed at the first full governing board/committee meeting of the academic year. Governors who are employed by the school are not eligible to be appointed as chair.

Committees will have delegated powers to approve policies as relevant to that committee.

The governing board cannot delegate any functions relating to:

- the constitution of the governing board (unless otherwise provided by the constitution regulations)
- the appointment or removal of the chair and vice chair/clerk
- the appointment or removal of governors
- the suspension of governors
- the delegation of functions and establishment of committees
- change of school name or status
- salary range for the Headteacher & Deputy Headteacher

Associate Members

In maintained schools, the governing board can appoint associate members to serve on one or more committees of the board. Associate members can attend full board meetings but may be excluded from any part of a meeting where the business being considered concerns a member of school staff or an individual pupil. They can be appointed for a period of between one and four years and can be re-appointed at the end of their term. Associate members are not governors, and they are not recorded in the instrument of government (Extracted from Governance Handbook October 2020 – Page 64, paragraph 53).

NB: Associate members are not governors and therefore do not have a vote in full governing board decisions, but may be given a vote on decisions made by committees to which they are appointed.

Personnel and Finance Committee

The committee has responsibility delegated by the governing board to:

Finance:

- review/approve all policies relevant to finance and roles of the committee
- approve the annual budget and present it to the full governing board for ratification
- review the actual expenditure and monitoring statements at least once a term
- receive & review financial projections
- review Pupil Premium/PE & Sports Premium and COVID-19 Catch Up Premium/recovery premium/school-led tutoring and ensure impact statements are published on the school's website
- approve expenditure and virements of sums over **£5,000**, sums below that amount are delegated to the Headteacher
- conform to the Schools Financial Value Standards in Schools
- assess the financial progress towards achieving the objectives in the school improvement plan
- review of leases and contracts – including traded services
- ensure Best Value principles apply
- review the financial implications on the budget of the pay and conditions document
- receive the annual accounts and certificate of audit of the school fund account and other voluntary funds held within school
- assess the school's insurance cover to ensure that it provides adequate protection against risks
- review and approve internal financial procedures and controls
- ensure LA/academy financial procedures are complied with. This is to include:
 - a Cost Centre Group Report or Account Summary Report (or equivalent)
 - a Virement Report
 - a copy of the latest Suspense File (non-cheque book and EPA schools only)
 - a system report showing cumulative expenditure of £10,000 or more with an individual supplier. Note: This must not be restricted to an individual financial year and may cross a number of financial years
- ensure requirements for the tendering process are followed and comply with the EU Procurement Threshold. The tender limit for the European Threshold currently being £213,477 for supplies and services, and £5,336,937 for works. NB: this figure can change in a year.
- obtain quotations with a view to placing contracts/orders, once the relevant committee has drawn up a specification

Staffing:

- review/approve all policies relevant to staffing and roles of the committee
- consider applications from staff for variation to contract (secondments, early retirements, leave of absence, reduced working hours etc). Refer to local policy guidance.
- ensure all personnel records are held securely
- review the staffing structure of the school annually ensuring that it meets the requirements of the curriculum and is in line with the school improvement plan
- review staff work/life balance, working conditions and well-being, including the monitoring of absence
- implement the appraisal policy and monitor teacher appraisal process
- equal Opportunities
- establish and maintain rolling programme for Disclosure & Barring Service (DBS) Checks
- staff training and CPD
- review staff pay progression in accordance with the pay policy and annual appraisal cycle

Any item referred by the full governing board

Membership

- | | |
|---------------------------|-------------------------|
| 1. Christina Handy-Rivett | 4. Julie Bodin |
| 2. Colin Nicholls | 5. Kerry Thornton |
| 3. VACANCY | 6. Reverend John Bridge |

Minimum of three members required

Chair of Committee

Julie Bodin

Clerk

Kim Foxall

Curriculum Committee

The committee has responsibility delegated by the governing board to:

- review/approve all policies relevant to the curriculum and roles of the committee

Achievement:

- review information on school performance to include ASP & OFSTED data dashboard
- monitor and review school targets
- monitor and review in year progress for all year groups and all groups of students
- compare school performance against national data
- reporting to parents according to statutory requirements
- monitor achievement for all groups of students (inc. pupil premium/COVID-19 catch up/recovery premium/school-led tutoring)
- monitor students' work and carry out student conversations
- monitor school target-setting systems and how this is reported to parents

Teaching and Learning:

- review data published by DfE, ensuring the school is meeting standards
- ensure support & action plans are in place for all teachers who are not at least good
- monitor and review quality of teaching across the school
- monitor teaching for groups of pupils (inc. pupil premium/COVID-19 catch-up/lowest 20%)
- monitor intervention groups for all groups of pupils
- monitor homework arrangements
- ensure school promotes the cultural development of pupils through spiritual, moral, cultural, mental, and physical development
- review and approve the arrangements and policy for supporting pupils at school with medical conditions and ensure that statutory guidance is followed

Curriculum:

- ensure the school is meeting national curriculum requirements and review the curriculum policy statement ensuring it meets pupils' needs
- monitor and review the curriculum with a focus on basic skills
- monitor skills coverage of curriculum in all subjects
- parental engagement
- review and update SEF (self-evaluation form)
- monitor and review the school improvement plan
- ensure statutory guidance is followed and review and approve the RSHE policy
- ensure the school meets its statutory obligations in respect of Equality, including the approval of an accessibility plan
- publish equality objectives every four years and annually publish information demonstrating the aims of the Equality Duty

Behaviour and attendance:

- review behaviour policy and written statement of behaviour principles
- review attendance policy
- monitor school behaviour
- review and monitor attendance data against school and national targets

Any item referred by the full governing board

Membership

- | | |
|------------------------------|----------------|
| 1. Julie Bodin | 5. Abby Moyo |
| 2. Christina Handy-Rivett | 6. Simon Smith |
| 3. Katarzyna Kujawa-Sogbesan | 7. Kita Amos |
| 4. Colin Nicholls | |

Include Damien Mackinney, Alan Brooks, Chris Bending, Ian Sargent & Faye Jeffreys, on the distribution list.

Minimum of three members required for quorum

Chair of committee

TBC

Clerk

Kim Foxall

Facilities Management & Health and Safety Committee

The committee has responsibility delegated by the governing board to:

- monitor Facilities Management provider [Interserve] to ensure the school receives value for money, including cleaning and the subcontracted companies providing catering [Eden] and ICT [Agilisys].
- monitor Risk Assessment Procedures.
- review the letting policy and conditions of use for the school premises.
- receive reports/audits from Health & Safety representatives.
- consider & make arrangements on risk management issues.
- ensure staff, Governors & pupils undertake the online 'In the line of Fire' Training.

Premises Health & Safety:

- review the health and safety policy on an annual basis, amend, develop and review any other health and safety related policies or procedures.
- establish and review an accessibility plan.
- review e-safety policy and procedures.
- receive Health and safety audit, and monitor any action plans that come out of the audit.
- ensure where the school provides school lunches and/or other school food and milk, this meets DfE standards.
- receive a regular report on accident statistics, near misses, incidents of violence or aggression and any RIDDOR incidents.
- consider any reports provided by inspectors of the enforcing authority under Health and Safety at work Act or any other relevant enforcement authority.
- comply with current fire safety legislation and regulations: 'level one' fire risk assessment should be carried out by the school on an annual basis; 'level 2' or technical fire risk assessment is reviewed bi-annually (Sandwell specific).
- ensure risk assessments are carried out and reviewed on a regular basis.
- review and approve upcoming offsite activities, ensuring that health and safety planning and risk assessments have been undertaken for them.
- ensure Fire risk assessment is carried out and reviewed annually, and any recommendations identified will be transferred to an actions plan which will be monitored by governors to ensure completion.
- ensure fire logbook is maintained and updated.
- inspect the school site and buildings to enable maintenance and improvement, including security (Site visit). The inspection to be documented any actions monitored.
- ensure building-related maintenance checks have been carried out at appropriate intervals and actions are monitored until completion. This will include but not limited to:
 - electronic testing – PAT testing
 - asbestos (where applicable)
 - annual gas service
 - glazing risk assessment
 - ladder log
 - playground equipment and gym inspection
 - lifting equipment
 - local exhaust ventilation (where applicable)
 - Legionella risk assessment and relevant checks
- ensure premise logbook is being maintained by relevant site staff and have attended appropriate health and safety training.
- governors need to be satisfied that contractors do not pose a health and safety risk whilst on the school premise and should therefore have a system in place to ensure contractors are managed whilst carrying out work on the school premise. The system should identify relevant health and safety information required prior to a contractor coming on site and the process to be followed whilst on site. There should be a procedure for commissioning contractors.
- consideration should be given to any health, safety and welfare implications posed by new equipment or circumstances.
- receive reports and audits from health and safety representatives (to include caretaking and cleaning), actions identified should be monitored to completion.

- health and safety self-monitoring return.
- monitor the health and safety training that staff and governors have undertaken and plan any future training required.
- monitor all safeguarding procedures.
- keep up to date on any changes in health and safety legislation that may have an impact for the school.
- review communications and publicity relating to health and safety in the school and where necessary recommend any improvements or changes, how information is communicated and made available within the school.
- receive minutes of school central safety committee.

Any item referred by the full governing board

Membership

1. Christina Handy-Rivett
2. Colin Nicholls
3. Lee Mole
4. Ian Goldby-Timmis
5. Joseph Parker
6. VACANCY

Include Wayne Hill – Strategic Operations Manager, Gloria Thorp – Business Manager and Andrew Carriere on the distribution list.

Minimum of three members required for quorum

Chair of Committee	TBC
Clerk	Kim Foxall

Staffing Committee: Grievance/Disciplinary/Dismissal/Redundancy and Redeployment/Capability/Management of Absence/Dignity at Work

The committee has responsibility delegated by the governing board for hearing:

The committee will consider any issues pertaining to staffing and personnel, in line with HR policies and procedures. This includes but is not limited to:

- staff grievance and discipline (in line with school policies)
- staff dismissal, redundancy, and redeployment
- staff capability
- management of absence
- dignity at work

Membership

- To be made up of members who have no awareness of the original incident and are not known personally to the member of staff

Minimum of three members required

Chair of Committee	To be elected at each meeting
Clerk	Kim Foxall

Pupil Discipline Committee

The committee has responsibility delegated by the governing board to:	
<ul style="list-style-type: none"> ➤ review the use of exclusions within school, including exclusions of more than 15 school days and exclusions which would result in a pupil missing the opportunity to take a public exam ➤ receive and consider any representations lodged by parents of pupils who have been excluded for a fixed term or permanently ➤ comply with exclusion procedures in accordance with the LA & DfE guidance 	
<i>Any item referred by the full governing board</i>	
Membership	
<ul style="list-style-type: none"> • To be made up of members who have no awareness of the original incident and are not known personally to the appellant parents or pupils 	
<i>Minimum of three members required</i>	
Chair of Committee	To be elected at each meeting
Clerk	Kim Foxall

Complaints Committee

The committee has responsibility delegated by the governing board to:	
<ul style="list-style-type: none"> ➤ at the relevant stage, hear any complaint made under the school complaints procedures 	
<i>Any item referred by the full governing board</i>	
Membership	
<ul style="list-style-type: none"> • To be made up of members who have no awareness of the original incident and are not known personally to the complainant 	
<i>Minimum of three members required</i>	
Chair of Committee	To be elected at each meeting
Clerk	Kim Foxall

Appeals Committee

The committee has responsibility delegated by the governing board for hearing appeals with regard to:	
<ul style="list-style-type: none"> ➤ pay ➤ redundancy ➤ staff grievance ➤ leave of absence – if appropriate ➤ staff dismissal ➤ dignity at work ➤ any item referred by the full governing board 	
<i>When dealing with an appeal the committee should be equal to or greater than the original committee that made the decision</i>	
Membership	
<ul style="list-style-type: none"> • To be made up of members who have no awareness of the original hearing and are not known personally to the appellant 	
<i>Minimum of three members required</i>	
Chair of Committee	To be elected at each meeting
Clerk	Kim Foxall

Pay Committee

The committee has responsibility delegated by the governing board to:	
<ul style="list-style-type: none"> ➤ undertake functions in relation to appraisal and pay progression as determined in the pay policy. <i>Committee to meet once per year in the autumn term</i>	
Membership	
<i>Currently:</i> <ol style="list-style-type: none"> 1. Kerry Thornton 2. Ian Goldby-Timmis 3. Katarzyna Kujawa-Sogbesan <p>Minimum of three members required. Cannot be HT or governor employed by the school, Any representations made by staff following the initial decision of the Pay Committee must be heard in the first instance by the same members of the committee.</p>	
Chair of Committee	TBC
Clerk	Kim Foxall

Headteacher Appraisal

The committee has responsibility delegated by the governing board to:	
<ul style="list-style-type: none"> ➤ meet the external advisor to discuss the Headteacher's performance targets ➤ decide whether targets have been met and set new targets annually ➤ recommend pay progression to the relevant committee and in accordance with the pay policy ➤ undertake mid-year monitoring of the Headteacher's performance against targets 	
Membership	
<i>Currently:</i> <ol style="list-style-type: none"> 1. Colin Nicholls 2. Julie Bodin 3. Kerry Thornton 4. Kita Amos <p><i>Minimum of two members required</i></p>	
Chair of Committee	TBC
Clerk	TBC

Admissions Committee

The committee has responsibility delegated by the governing board to:	
<ul style="list-style-type: none"> ➤ determine offers of places for the annual admissions round as per the school's admissions policy. ➤ determine offers of places to 'mid-term' applicants as per the school's admissions policy. ➤ review the governing board's admissions rules and make any recommendations for change to the whole governing board. ➤ ensure publication of the school's admissions arrangements in the school prospectus. <p><i>Taken from Schools Admissions Code – statutory guidance 2014:</i> <i>Admission authorities must allocate places on the basis of their determined admission arrangements only, and a decision to offer or refuse admission must not be made by one individual in an admission authority. Where the school is its own admission authority the whole governing body, or an admissions committee established by the governing body, must make such decisions.</i></p> <ul style="list-style-type: none"> ➤ <i>School Admissions Code 2021 will come into effect from 1 September 2021 – subject to parliamentary approval</i> 	
Membership	
<p>Currently:</p> <ol style="list-style-type: none"> 1. Kerry Thornton 2. Colin Nicholls 3. Julie Bodin 4. Christina Handy-Rivett (In advisory capacity) 	
Chair	
Clerk	

Selection Panel

The panel has responsibility delegated by the governing board for the:	
<ul style="list-style-type: none"> ➤ selection of the Headteacher and Deputy Headteacher (guidance on this process will be provided by your school improvement partner) <p><i>The appointment must always be ratified by the full governing board</i></p>	
Membership	
<p>Currently:</p> <ol style="list-style-type: none"> 1. Colin Nicholls 2. Julie Bodin 3. Kerry Thornton <p><i>Minimum number of members as per appointment of staff delegations. All members must be available at all stages of the process</i></p>	
Chair of Committee	To be elected at each meeting
Clerk	Kim Foxall

Special Responsibility Governors:

Safeguarding/Child Protection Governor (including attendance)*	Colin Nicholls
Pupil Premium	Kerry Thornton
SEND Governor	Ken Hadley
Health and Safety Governor	Ian Goldby-Timmis
Safer Recruitment Governor	Kerry Thornton/Kate Kujawa-Sogbesan/Colin Nicholls
Computing Link Governor	Kate Kujawa-Sogbesan
Business Studies Link Governor	Abby Moyo
Humanities Link Governor	Colin Nicholls - Geography and History
	Reverend John Bridge - RE
Looked After Child Governor	Kerry Thornton
Maths Link Governor	Kate Kujawa-Sogbesan
Modern Foreign Language Link Governor	Kerry Thornton
ECT Link Governor	Colin Nicholls
Performing Arts Link Governor	Kerry Thornton
Science Link Governor	Simon Smith
English Link Governor	Joseph Parker
PSCE/RSHE	Kita Amos
Mental Health/Wellbeing	Reverend John Bridge
Quality Assurance/Data Outcomes	Simon Smith

**In accordance with Keeping Children Safe in Education 2022 'Governing bodies and proprietors should have a senior board level (or equivalent) lead to take leadership responsibility for their schools or college's safeguarding arrangements.' The DfE have confirmed that this can be a member of staff, but that person must be a member of the board as well (for example, the Headteacher or a staff governor) and that this must be a separate person from the DSL, in order to ensure there is sufficient challenge to the organisation's safeguarding arrangements and performance.*

Items Delegated to an Individual(s)

Delegation of expenditure and virements

That sums below £5,000 be delegated to the Headteacher.

Disposal of surplus stock

Delegated to Headteacher with the approval of the chair of the governing board.

Delegation of Suspension

That suspension be delegated to the chair in instances where the Hprincipleadteacher is the person in question or involved in the case. That the chair be given delegated powers to lift the suspension after taking advice from LA Human Resources or any other organisation providing the service to the school.

Approval for Expenditure

The chair of governors or chair of Personnel and Finance committee will be given approval for expenditure above the set limit prior to the committee meeting – **only in cases of emergency.**

Appointment of Staff (ensure no appointment is carried out by one person alone)

The board **cannot** delegate responsibility for the Headteacher or Deputy Headteacher selection panel or appointing the panel's recommendation, page 89 Governance Handbook.

The board is free to delegate the majority of its staffing functions to either:

- your Headteacher
- 1 or more governors, such as a link governor
- a committee
- 1 or more governors together with the Headteacher

This includes the appointment of the senior leadership team (SLT) and other staff members in your school. Your board is still responsible for making sure any delegated responsibilities are carried out.

Outline below the agreed delegated arrangements:

Lunchtime/Cleaning/Administration Support Staff	<ul style="list-style-type: none">• Headteacher or Deputy HeadteacherPost Line Manager
Educational Support Staff	<ul style="list-style-type: none">• Headteacher• 1 Governor
Business Manager	<ul style="list-style-type: none">• Headteacher• 2 Governors
Teaching Staff	<ul style="list-style-type: none">• Headteacher• 1 Governor
Senior Management Team* <i>* Headteacher and Deputy Headteacher appointments must be ratified by the relevant body.</i>	<ul style="list-style-type: none">• Headteacher2 Governors