



GOVERNOR ORGANISATION AND COMMITTEE REMITS

Following a review and Governor reconstitution, the Governing Body elected to move away from some of the traditional committee structures.

The Full Governing Body (FGB) meets twice every term, each agenda contains items for Standards and Business.

Chair of Governors: Phil Haywood

Standards items cover the following areas:

- Vision and ethos
- The strategic direction of the school
- The educational performance of the pupils: attainment and progress
- Overall quality of teaching
- School development plans and progress

Business items cover the following areas:

- Overseeing the financial performance of the school, including benchmarking
- Staff deployment
- Performance Management
- Recruitment and retention, including morale and performance
- Admissions
- Health and safety
- Premises management including capital expenditure

PAY COMMITTEE

Chair: Phil Haywood

Meetings: The Committee shall meet annually before October 31st to discuss any pay proposals based upon performance management outcomes.

Terms of reference: The Executive Head Teacher in conjunction with the Pay Committee is responsible to the Governing Body for implementing the Whole School Pay Policy.

The terms of reference for the pay committee will be to:

- Achieve the aims of the Whole School Pay Policy
- Make recommendations on staff salaries and wages
- Apply fairly, criteria related to discretionary areas of pay which are identified within the pay policy
- Receive an agreed assessment of the performance of the Executive Head Teacher and any other staff on the Leadership / AST scale against agreed performance criteria
- Determine pay at the time of annual review for all teaching staff including the Executive Head Teacher and any other staff on the Leadership / AST scale
- Ensure that statutory and contractual requirements are applied to all staff groups
- Ensure that staff are notified in writing of decisions made along with details of the agreed appeals procedure



- To ensure that all early years' education and childcare provision complies with Ofsted requirements
- To make recommendations to the governing body on all policies and procedures for the extended services, where provided by the governing body

SCHOOL IMPROVEMENT COMMITTEE REMIT

Chair: Pete Cumberland

Meetings: The committee shall meet every half term, alternating campuses as the venue, during the school day in order to support monitoring activities.

Remit:

- To carry out a range of school improvement activities to feedback into the FGB meetings each half term
- Planning for our future effectiveness in light of the rapidly changing national and local challenges and priorities
- To maintain and celebrate good and outstanding practice and achievements in school
- To set the agenda for FGB meetings following each SIC meeting
- To continue to look for future opportunities to expand and further improve our provision for pupils both in and out of school
- To work, in partnership, towards identified areas for improvement since the school's last inspection
- To ensure the school is addressing topics that presently have a high profile with Ofsted