

## **Outline Governor training plan 2021-22**

*(Themes A-D, Induction, Everyone, Specialist, Chairs, New Schools into CRST)*

<b>A. Induction</b>	<b>Delivery</b>	<b>Frequency/Audience</b>	<b>Next date</b>
1. Structure of an Academy Trust Governance, Scheme of Delegation LGB makeup and responsibilities School Funding: GAG, PP, Catch-up, Lagged Curriculum Finance: Main income, Main expenditure, Budget setting, LGB accounts	Powerpoint - to be delivered in person or via Teams – works best with a group but can be done 1:1 if necessary	As required -at least twice a year  Invite longer serving governors as refresher or to contribute from own experience	27 September 2021 6.30 – 8.00 pm session  11 January 2022 6.30 – 8.00 pm session
2. Safeguarding School data Ofsted Sample Documents for LGB meetings – AIP, Head’s report Exclusions (basic) Pupil Premium (basic) Acronyms/jargon Prevent/FGM – Home Office video link	Head of Governance to develop, clerks to attend/contribute		11 October 2021 6.30 – 8.00 pm session  25 January 2022 6.30 – 8.00 pm session
<b>B. Everyone</b>			
Safeguarding	KCSIE online  Educare video training  NGA video training  George Craig sessions	When joining, annually.   Autumn term for all governors, Repeat in Spring	18 October 2021 5-6.15pm  14 March 2022
Communication/speaking up/making the most of meetings/inclusivity in meetings session	External facilitator		Summer term
<b>C. Specialist*</b>			
SEND Louise Hartley	Trust or School Lead via Teams	Autumn term	4 November 2021 late afternoon/early evening session
Exclusions (for panel members) to include sample document pack and guidance documents	Head of Governance via Teams	Autumn term  Spring term	16 November 2021 6.30-8pm  1 February 2022 6.30-8pm

<b>C. Specialist* continued</b>			
Safer recruitment	Educare video HR Manager/	As required	
Complaints	Head of Governance	Spring term	18 February 2022 12.30-1.30pm
H&S	Educare	As required	w/c 29 November 2021
Pupil Premium	Jo Goodman – pre read, slides.	Autumn term,	1 October 12.30-1.30pm lunchtime session
	Sam McMonagle to co-present	Spring term	March 2022
Ofsted for governors Guy Shears	Guy Shears	As required	
Finance Penny Harrison to deliver	Expert member of F&R	Autumn term	
Introduction to Curriculum	GSh	Autumn Term	Spring Term
School Data	Ian Mellor and Ange Crawley		14.1.22 11am
Performance Management and Progression	Nic Beech and Paul Linton		09.11.2021 6.00pm
Culture, Ethos, Behaviour, Thrive and PASS	Ian Mellor; Matt Rash	Autumn Term	
Equal Opportunities and Inclusivity	Ross Trafford		
Church School governance	Worcestershire diocese		
<b>D. Chairs</b>			
Difficult conversations/mediation/active chairing session	External facilitator	Tbc if funding available	
<b>E. Governor introduction for WH and HH trustees on transfer in to CRST</b>			
SAT to MAT governance differences Structure Meeting agendas Reporting to Trust Board Policies	Head of Governance	Between transfer date and first LGB meeting	When transfer dates are set

## **Narrative**

### **Induction**

Online training session/s as well as providing induction packs – so by the time governors go to their first LAGB meeting they know what to expect, what the documents will look like, what sort of contribution they are expected to make.

### **\*Specialist training**

Designed for link governors but open to all interested. To be run as Teams sessions. Governors have been surveyed for areas of greatest interest

### **Offering training more widely/externally**

Training that puts theory into practice could extend beyond governors, for example:

Running a mock exclusions panel - useful for SLT and pastoral staff as well as for governors. Could offer a half day training at Assay with a legal basis & policy/procedures session followed by a mock panel.