

Midhurst Rother College: Local Governing Body Structure

Introduction

This draft document outlines a new approach to governance at Midhurst Rother College (MRC). It takes account of relevant legislation, national and local guidance on governance, guidance from United Learning (UL) and the relevant elements of the Ofsted guidance as it refers to governance. The content of this document will be discussed at a forthcoming LGB meeting.

The basic role of governance

The DfE governance handbook (Autumn 2016) states that governing bodies have three core functions:

1. Ensuring clarity of vision, ethos and strategic direction;
2. Holding the headteacher to account for the educational performance of the school and its pupils, and the performance management of staff; and
3. Overseeing the financial performance of the school and making sure its money is well spent.

These functions are fundamental to all of the work of the LGB.

The values underpinning local governance within MRC

At MRC we believe that the professional staff and governors are engaged in a shared endeavour the purpose of which is to enable every student:

- to attain the best educational standards they can achieve
- to demonstrate the school's, and British, values in everything that they do
- to develop every member of the College community academically, personally and socially to enable them to lead happy and successful lives

This shared endeavour requires honesty, openness, and mutual respect between senior leaders and governors. It includes understanding and support but also robust and constructive challenge which is based on a good understanding of objective data particularly on pupil progress, teaching quality, overall school performance and finances. Challenge and support should be in evidence between professional staff themselves, and between governors and senior leaders at all levels of governance.

Links to the College Improvement Plan

Governors have an important strategic role and should participate in developing the College Improvement Plan. Their governance activities should be aimed at supporting the aims and key objectives of the Plan. In making their contributions, governors will wish to ensure that the plan strives to enable students to achieve academic excellence but also that the welfare of staff and students is given appropriate status.

The need for a review of governance at MRC

Members of the LGB have given their support to a review of governance structures and activities in order to better serve, monitor and challenge the College, its staff and students and to be better prepared to represent the College's aims and achievements to the public at large, parents, UL and Ofsted. To achieve this the LGB has agreed to transit from a committee-based structure to a link-governor structure reflecting the key Ofsted focus areas of: Leadership (including Safeguarding); Teaching, Learning and Assessment; Outcomes; Personal Development, Wellbeing and Behavior. Finance will be maintained as a committee, with the addition of health and safety and personnel. This committee will be renamed as the 'finance and health and safety committee'. Premises and Personnel will be maintained until novation, as this is an ongoing part of the College's strategic work and requires external consultants. A minimum of two governors will serve in a link capacity on each of these focus areas.

Moving forward: The structure of local governance within MRC

The LBG recognizes that a transitional period will be required during which current committees can complete any extant business while the new link-governor structure becomes fully operational. This process should be fully completed by the end of December 2017. The interactive link between the LGB and United Learning's central administration will continue to exist and be effective. This will take place within the UL framework for governance.

Once transition is completed, it is envisaged that the LGB will be structured as follows:

