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Outline

The governing full governing body (known as the Full Governing Body) works collectively as a 'whole team', meeting at least six times per year, usually once in each term, without any separate committees; it considers monitoring reports and recommendations, makes decisions, and conducts routine business; where some actions are required more than once during the academic year the full governing body must manage how tasks are fulfilled.

An annual planner and agenda for each meeting will include all the tasks the full governing body is required to consider.

The FGB may assign activities arising from the business of the meeting, which will be recorded in the minutes. **Any work assigned to individuals will have an outline, or working groups will have governing body drafted agreed terms of reference (which will be incorporated within this document)**, and will report any findings, required actions or recommended decisions to the FGB at its next meeting. These reports will in turn, inform collective strategic decision making by the FGB

In addition to assigned activities/actions/working groups, the FGB to ensure its core functions are fulfilled, will delegate monitoring responsibilities to 'monitoring pairs' or 'individuals'. These include the Department for Education (DfE) identified individual roles, roles recommended by the LA, and those focused on the priorities of the School Improvement Plan.

The full governing body recognises:

- **the delegated monitoring individuals/pairs are replacing committees in terms of challenge, responsibility and accountability when undertaking their monitoring and reporting back to the full governing body**
- **that all decisions are made by the full full governing body, including no financial delegated authority is given to monitoring pairs or individuals.**

Meetings of the full governing body and delegated individuals/pairs will be considerate of the wellbeing of staff and executive lead/headteacher by referring to the DfE [Improve workload and wellbeing for school staff guidance](#).

In each case where a function has been delegated, there is a statutory duty for the delegated governor/s to submit a written report to include any findings, actions, or recommendations for full full governing body discussion and decision making.

Items in **red** within this document are for discussion and decision by the full governing body before adoption.

This document should be personalised to suit your full governing body's requirements; it includes guidance for the statutory/link governor roles e.g. SEND, safeguarding, careers (secondary), finance (KCC), health & safety (KCC)



Terms of Reference

THE DISCOVERY SCHOOL

The governing full governing body will always operate in accordance with the requirements of the Education Act; the School Governance Regulations; the Local Authority Scheme for Financing Schools; the Local Authority Financial Regulations and Procedures and other relevant legislation.

These terms of reference will be reviewed at least annually.

These documents were agreed by the full governing body at their meeting held on:
Monday 27th October 2025

Next review due by: Term one 2026

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The full governing body may assign activities arising from the business of the meeting, which will be recorded in the minutes. **Any work assigned to individuals will have an outline, or working groups will have full governing body drafted agreed terms of reference (which will be incorporated within this document)**, and will report any findings, required actions or recommended decisions to the full governing body at its next meeting. These reports will in turn, inform collective strategic decision making by the full governing body.

In addition to assigned activities/actions/working groups, the full governing body to ensure its core functions are fulfilled, will delegate monitoring responsibilities to 'monitoring pairs' or 'individuals'. These include the Department for Education (DfE) identified individual roles, roles recommended by the LA, and those focused on the priorities of the School Improvement Plan.

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Meetings of the full governing body and delegated individuals/pairs will be considerate of the wellbeing of staff and executive lead/headteacher by referring to the DfE [Improve workload and wellbeing for school staff guidance](#).

In each case where a function has been delegated, there is a statutory duty for the delegated governor/s to submit a written report to include any findings, actions, or recommendations for full full governing body discussion and decision making.

Items in **red** within this document are for discussion and decision by the full governing body before adoption.

This document should be personalised to suit your full governing body's requirements; it includes guidance for the statutory/link governor roles e.g. SEND, safeguarding, careers (secondary), finance (KCC), health & safety (KCC)

Terms of Reference for The Discovery School

The purpose of governance is to provide confident, strategic leadership and to create robust accountability, oversight, and assurance for educational and financial performance. The full governing body has resolved to conduct **all** its business as a full governing body, and to work collectively without committees.

The full governing body will appoint the DfE identified individual delegated governor roles of:

- safeguarding, which includes online safety and cyber security.
- SEND.

TDS have also appointed delegated governors for

- finance.
- health and safety.

As recommended by The Education People Governor Services, governors have also been appointed with responsibility for

- Pupil premium – as identified in DfE PP statement.
- Attendance – as identified in the DfE [attendance guidance](#)
- Cybersecurity - as identified in DfE [meeting digital and technology standards in schools](#)
- Training and development – DfE recommended for focus on the development needs of the full governing body.
- Whole school wellbeing.
- Early years.

Having delegated governors does not reduce the collective accountability of the full governing body for all its functions. The full governing body will need to ensure that its agenda and reporting mechanisms enables all full governing body members to have a collective strategic overview of all delegated monitored areas to enable accountability and effective informed decision making.

The maintained full governing body has three strategic core functions:

1. that the vision, ethos and strategic direction of the school are clearly defined
2. that the headteacher performs their responsibilities for the educational performance of the school
3. the sound, proper and effective use of the school's financial resources

The academy full governing body has 3 core purposes:

1. strategic leadership
2. accountability and assurance
3. strategic engagement

All governors are required to abide by the full governing body's Code of Conduct and must indicate their acceptance via an email to the Chair of governors.

The main responsibilities to be managed by the full governing body are outlined below.

Governing body operational business

- 1.1. To ensure focus on the three strategic core functions/purposes.
- 1.2. To review and revise Instrument of Government at FGB for approval by LA and/or foundation trust.
- 1.3. To review the standing order for election of the chair and vice chair including the length of the term of office – *the end of term of office dates must be recorded in the full governing body (FGB) minutes.*
- 1.4. To consider and record in the FGB minutes if the full governing body wish to elect co-chair or co-vice chair positions and how the responsibilities will be distributed.
- 1.5. Elect (or remove) the chair and vice chair.
- 1.6. To appoint (or dismiss) the clerk/governance professional to the full full governing body.
- 1.7. To hold at least six full full governing body meetings each year for school business.
- 1.8. To appoint co-opted governors.
- 1.9. To appoint partnership governors (*where this category of governor is listed on the Instrument of Government*).
- 1.10. To nominate and appoint (after Local Authority approval) the Local Authority (LA) governor.
- 1.11. To suspend or remove/recommend removal of a governor. (*Foundation governors can only be removed by their appointing body; LA governors can only be removed by the LA*).
- 1.12. To decide which functions of the full governing body will be delegated to individuals or monitoring pairs in replacement of committees, based on monitoring school priorities, and to appoint into the identified roles.
- 1.13. To appoint the DfE identified individually required roles of safeguarding, SEND, (and LA required/recommended roles of finance and health & safety based on skill set and expertise).
- 1.14. To consider appointment of additional link governor roles, such as pupil premium, attendance, whole school wellbeing, early years.
- 1.15. To ensure at least one member of the governing body has undertaken basic cyber security training [meeting digital and technology standards in schools and colleges guidance](#)
- 1.16. To receive written reports from any monitoring pair or individuals to whom a delegated or monitoring function has been made and to consider whether any further action or decision by the full governing body is necessary (*statutory duty*).
- 1.17. To annually review the delegation arrangements.
- 1.18. To annually review and approve the full governing body monitoring visits policy and monitoring schedule.

- 1.19. To appoint a recruitment selection panel for headteacher/executive leader/deputy headteacher and ensure social media checks are undertaken as appropriate; ensure at least one member of the panel has completed safer recruitment training.
- 1.20. To approve decisions of appointed selection panel.
- 1.21. To recruit, for full governing body approval, new governors as vacancies arise ensuring the full governing body has all the necessary skills to be effective.
- 1.22. To ensure all governors have an enhanced Disclosure and Barring Service (DBS) and section 128 check. *For LA maintained governors' applications must be submitted to the DBS within 21 days of election or appointment.*
To approve the full governing body Code of Conduct and ensure all governors abide by its principles.
- 1.23. To approve and set up a governors' allowances policy.
- 1.24. To regulate and agree the full governing body's procedures where they are not set out in legislation and record these as standing orders.
- 1.25. To delegate to the headteacher the functions as described in the Delegation of Functions to Headteacher (see page 24).
- 1.26. To agree and arrange a suitable induction process and mentoring for newly appointed or elected governors which includes safeguarding and child protection (and online safety) and [PREVENT duty](#) training.
- 1.27. To consider the DfE recommended appointment of a training and development governor to audit individual and collective development needs and from evaluation promote appropriate training.
- 1.28. To regularly audit and evaluate the impact of governance to inform the structure of the full governing body.
- 1.29. To ensure the headteacher provides such reports as requested by the full governing body to enable it to undertake its role.
- 1.30. To ensure the relevant governor information is published on the school website, [GIAS](#) and LA database (GovernorHub) as required under statutory duties.

General

Regularly review the vision and values of the school and ensure that these are shared with all stakeholders.

To take an active role in school self-evaluation identifying success and areas requiring improvement.

To annually approve the costed School Improvement Plan for priority accuracy; regularly holding the leaders to account against the milestones and monitoring against an agreed full governing body monitoring schedule.

To regularly review the impact of additional funding eg, Pupil Premium, Sports Premium.

To regularly receive data/reports on areas suggested in the [Maintained Governance Guide](#) / [Academy Trust Governance Guide](#) including: progress, attainment, attendance, behaviour, suspensions/exclusions.

To review regularly how the school is regarded by pupils and parents.

To ensure the school has in place all *statutory policies* and to keep these under **regular review**, consulting with representative stakeholders as appropriate. (*Some policies*

may be delegated for review to individuals/pairs for recommendation to full governing body for approval).

To collectively approve all statutory policies, ensuring their impact and compliance.

To approve procedures for: [regulation of conduct and discipline of staff and any grievance process](#)

To ensure there is a process in place for the approval of school trips and the school's procedures for educational visits, to ensure the safety and welfare of the pupils, staff and volunteers.

To approve any school trips overseas; trips involving travel by air or by sea and trips involving one night's absence or more.

To ensure the school has a full governing body approved, up to date, complaints policy published on the school website, with stakeholders knowing how to raise concerns and make a complaint.

To have regard to the professional advice given by the clerk as the governance professional.

To ensure that the full governing body complies with all other legal duties placed upon them as shown and updated within the Governance Guides.

To ensure the [school food standards](#) are being met.

Inclusion and equality

To establish and approve a special educational needs (SEND) policy.

To publish and update at least annually a SEND information report, meeting requirements set out in the Special Educational Needs and Disability Regulations.

To ensure the full governing body comply with statutory duties from the SEND code of practice and most recent edition of Keeping Children Safe in Education (KCSIE) in respect of pupils with special needs, and having appointed a SEND governor, receive monitoring reports from link governor.

To abide by the [Equality Act 2010](#) and ensure the school complies with statutory guidance. *As public bodies LA maintained schools must comply with the public sector equality duty. This means you must publish:*

- *details of how your school complies with the public sector equality duty - you must update this every year*
- *your school's equality objectives - you must update this at least once every four years*

To abide by the Human Rights Act 1998.

To receive reports on bullying, homophobic and racial incidents.

To ensure the school adheres to [statutory guidance](#) in relation to school uniform.

To ensure the accessibility plan is fit for purpose.

Safeguarding

To ensure statutory compliance with the most recent edition of KCSIE and its associated policies including adopting and reviewing annually the most recent edition of the LA child protection policy and relevant procedures.

- To ensure the full governing body comply with statutory duties of the most recent edition of KCSIE, and having appointed a DfE identified safeguarding, and SEND governor, receive link governor reports.
- To ensure **all** governors have read and understood the most recent edition of KCSIE and have regard to its guidance.
- To receive confirmation that every member of school staff has read and understood the most recent edition of [KCSIE](#) part 1 or Annex A, as determined by the full governing body in consultation with the headteacher.
 - *Governing bodies should ensure that those staff who do not work directly with children read either Part one or Annex A.*
- To have due regard to the need to prevent people from being drawn into terrorism and to oversee the incorporation of the necessary procedures and practices outlined in the PREVENT duty within the child protection policy.
- To ensure **all** governors have undertaken strategic safeguarding training, including child protection, online safety and PREVENT training regularly to equip them in their strategic role.
- To receive regular safeguarding reports from the executive leaders in addition to the [annual safeguarding report](#) to the full governing body.
- To ensure the governing full governing body are aware of their roles and responsibilities regarding monitoring and filtering and cyber security within school/s.

Curriculum

- Ensure national curriculum is taught to all pupils.
- To ensure the curriculum is ambitious and designed for all learners particularly the most disadvantaged and those with SEND or high needs to give them the knowledge and cultural capital they need to succeed in life.
- To ensure the curriculum is broad and balanced by understanding the intent, implementation, and impact.
- To ensure the British values are embedded within the curriculum, preparing pupils for life in modern Britain.
- To consider recommendations from external reviews of the school (eg, Ofsted, school improvement advisers, Governor Services, safeguarding), reviewing and evaluating any agreed actions to ensure impact.
- To undertake any training (in or out of school) that is necessary to enable effective monitoring of the agreed school improvement plan and its targets.
- To evaluate the extent of success at the end of the set and agreed timescale.
- To identify and celebrate success.

Budget

- To ensure all financial decisions in addition to those delegated by the full governing body to the headteacher are agreed at full governing body meetings.
- To ensure compliance with:
 - [LA Scheme for Financing Schools](#)
- To operate within the LA's Financial Regulations [Controls](#) and Procedures/Academy Trust Handbook.

To annually analyse and approve a three-year budget which shows clear links to the School Improvement Plan.

To approve, monitor and submit to the LA a recovery plan where revenue deficit rises above 5% on 31 March of any year.

To approve and review for impact and delivery, a costed school improvement plan.

To annually in the autumn term, approve and then regularly review the LA [financial risk register](#)

To annually review and approve the finance policy and LA recommended levels of delegation.

- *monitoring pairs should not approve spending - this must be a full full governing body decision.*

To undertake [financial benchmarking](#) and report back to the full governing body.

To approve and annually review the charging and remissions policy.

To enter into contracts following agreed financial limits and processes with full governing body approval (in finance policy):

- for purchases up to £24,999* it is considered good practice to hold one written quotation
- for purchases of £25,000* and up to the current public procurement threshold, three written quotations are obtained and submitted to the FGB for approval
- for purchases above the public procurement threshold for goods and services, or above £1m for works, a tendering procedure compliant with public procurement regulations is required.

**These limits should be viewed as upper limits. It may be more appropriate to consider a lower limit dependant on school standing and local knowledge. If applicable, please amend values.*

To approve virements as set out and agreed in the finance policy ;

Virements up to £8,000 (excl VAT)	- The Headteacher, reported to the Budget and Personnel Monitoring Group
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Virements up to £15,000 (excl VAT)	– Finance, monitoring governors
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Virements over £15,000 (excl VAT)	– The Full Governing Body
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To approve any assets to be written off and disposed of, at a full governing body meeting and document within the minutes.

To approve debts up to £1000, which are required to be written off, after every effort has been made by the headteacher and governors to recoup the monies, with the decision made and documented in minutes.

To make decisions in respect of service agreements following agreed delegation of financial limits and insurance limits and document in minutes (scheme for financing schools).

To draft, approve and submit the Schools Financial Value Standard (SFVS) by 31 March and ensure remedial actions are cleared within specific deadlines.

To receive six separate budget monitoring reports at FGB meetings with commentary from the operational business lead, which will include the impact of any change, both positive and negative to the three-year budget plan. ([SFVS Q3 requirement](#)). *Any recovery plan for budget with a deficit must be monitored for implementation and impact.*

For the chair and finance monitoring pairs to receive monthly budget reports.

To effectively manage and review resources for financial efficiencies and maximise pupil outcomes ensuring value for money.

To monitor and evaluate all school policies and procedures related to fraud, gifts and hospitality, KCC cash award guidance for schools, and document compliance in full governing body minutes.

To agree the annual [Pupil Premium Statement](#) /strategic action plan for the pupil premium spend, monitor how funding is spent and the impact for pupils and ensure annual statement is uploaded to school website by 31 December.

To receive regular reports on the spending and impact of the primary [Sports Premium](#) funding, including a copy of the annual online reporting form and ensure a copy is uploaded to the school website by 31 July.

To monitor and evaluate the management of the voluntary fund and to receive the audited accounts.

To receive regular monitoring reports from the finance monitoring pair.

To ensure financial succession planning within the full governing body.

- Ensure annual governor skill audit/financial skills audit is undertaken and evaluated.

To review and take account of any consultations to change the LA Scheme for Financing Schools.

To receive the school asset plan annually.

Staffing, appraisal and performance management

To annually determine the staff structure in consultation with the headteacher.

To annually review and approve the appraisal policy, recruitment policy and ensure the statutory guidance [Induction of Early Career Teachers](#) is followed.

To ensure the school meets its statutory and contractual obligations with regards to pay.

To review and annually approve the appraisal and pay policies, ensuring they match the Terms of Reference, including the criteria and framework for pay decisions in line with the most recent edition of the School Teachers Pay and Conditions Document.

To determine the annual budget for pay and any uplift to be applied to the school's pay scales for teachers and support staff.

To determine which functions are to be delegated to the pay panel/headteacher.

To appoint the headteacher performance management panel (HTPM) (best practice of 3 skilled and trained governors, to include the chair of the full governing body. The chair of the full governing body must not be appointed as the chair of the panel. The vice chair does not sit on this panel alongside side the chair.)

To appoint, in order to assist the panel, an external adviser for advice and support, on the headteacher's appraisal and to consult that adviser on setting objectives for the

headteacher (statutory duty, [The Education \(School Teachers' Appraisal\) \(England\) Regulations 2012](#))

To ensure that the HT handover documentation is completed by the outgoing HT and the chair receives a copy.

To undertake /headteacher appraisal (best practice before 31 December each year).

To take into account the [headteacher standards for excellence](#)

To appoint the pay panel to undertake the pay panel process (best practice, three skilled and knowledgeable governors, ensuring different governors serve on the pay panel to those that serve on HTPM panel).

To agree total staff pay award following recommendation from pay panel.

To agree any pay award for the headteacher/executive leader following recommendation from the headteacher performance management panel.

To monitor the application and effectiveness of the pay policy, ensuring pay decisions are linked to evidence of performance and the criteria for pay progression are applied consistently, fairly and objectively.

- To consider structural solutions upon resignation/retirement of the head teacher
- Full governing bodys should seek the advice and support of the LA prior to decision making.

To establish a selection panel of governors for a [headteacher/deputy headteacher recruitment](#) panel and follow agreed policy and procedure.

- For LA maintained community and voluntary controlled schools, this action requires the consideration of LA advice from an LA external adviser.
 - For voluntary aided (VA) and foundation schools – governors should decide whether the director of education/diocesan authority and LA should have advisory rights.
- To approve headteacher and deputy headteacher appointments and starting salary, subject to necessary checks, following recommendations from the full governing body approved selection panel. .

To ensure and review procedures for addressing staff discipline, conduct, grievance, bullying and harassment, and pay, ensuring that staffing procedures follow equalities legislation.

To establish a governor panel to hear staff appeals against dismissal, redundancy, grievances, bullying and harassment, and pay in accordance with the relevant policy.

To dismiss the headteacher.

To end the suspension of staff or headteacher as determined within the policy.

To determine dismissal payments/settlement agreements/early retirement.

To monitor the CPD budget against the school improvement plan and staff needs to ensure staff development, progression and raised pupil outcomes.

Discipline/suspension and exclusion

To establish a statement of behaviour principles on which the school can produce a behaviour policy.

To review the use of suspension and permanent exclusion and consider via an exclusion panel, all permanent exclusions and suspensions where a pupil is either excluded for

more than 15 days in total in a term or would lose the opportunity to sit a public exam. This may be delegated to the chair/vice chair in cases of urgency – see DfE guidance [suspension and permanent exclusion from maintained schools, academies and pupil referral units in England, including pupil movement](#)

To direct the reinstatement of excluded pupils via the delegated appointed exclusions panel.

To consider the findings of any Independent Review Panel.

To receive regular updates on attendance, behaviour, suspensions and exclusions.

Premises and insurance

To approve and monitor a school buildings strategy taking into consideration risks and priorities.

- With consideration to the most recent [LA Asset management](#) planning.

To procure and maintain buildings, including a properly funded maintenance plan.

To review and approve business continuity plan.

To review and approve accessibility plan to ensure inclusion.

To review and approve the lettings policy (see *KCS/IE*).

To seek advice from the Local Authority, diocese, or foundation trust, where appropriate to ensure adequate levels of buildings and personal liability insurance.

To receive the annual site report.

Health and safety (H&S)

To review and approve a H&S policy.

To ensure that H&S regulations are followed and appropriately prioritised.

To receive confirmation of completion of compliance checks from operational lead as per H&S policy.

To receive the annual H&S Inspection report and agree and monitor any actions.

To receive the LA required H&S inspection reports as per H&S policy three times a year.

To confirm all risk assessments are regularly reviewed and updated.

To appoint a H&S governor.

To receive written H&S governor monitoring reports in a timely manner.

Admissions

To follow The School Admissions Code statutory guidance when carrying out duties relating to school admissions.

- For community and VC schools, the LA is the admission authority; for all other schools it is the full governing body.

To establish an admissions policy in liaison with the LA*.

Collective worship

To ensure that the school provides teaching of religious education for all pupils in accordance with the agreed syllabus and has informed parents of their right to withdraw their child.

To ensure the school provides an act of broadly Christian daily collective worship.

- In some maintained schools without a designated religious character, the family backgrounds of some or all pupils may lead the executive leader and full governing body to conclude that broadly Christian collective worship is not appropriate. The executive leader can apply to the local Standing Advisory Council on Religious Education (SACRE) to have the broadly Christian requirement disapplied and replaced by collective worship distinctive of another faith and should consult the full governing body before doing so.

School organisation

To set [the time of the school sessions](#) and the dates of school terms and holidays.

- Dates of school terms for community and VC schools are set by the LA.

To publish proposals to change category of school.

To propose to alter or discontinue voluntary, foundation or special school status.

Membership of the full governing body to comply with the following.

- Agreed Instrument of Government (IOG) (maintained).
- Quorum: one half of the number of governors in post (rounded up).
- Ensure current governors in post are published on the school website, GIAS and GovernorHub.

Information for parents

To ensure that the school keeps parents and prospective parents up to date with school information.

Collaborations and consideration of federation and academisation

To consider collaborating with another school to aid school improvement or leadership capacity of either school.

To consider forming or joining a group of schools.

To consider forming a federation or joining an existing federation, seeking LA advice and support before completing due diligence.

To consider requests from other schools to join an existing federation and seeking LA advice and support before completing due diligence.

To leave a federation, seeking LA advice and support.

To consider approach and time scale to academy conversion.

To consider forming or joining an existing multi-academy-trust (MAT) and undertake due diligence.

Extended services

To decide to offer additional activities and agree what form these should take.

To cease providing extended services provision.

Terms of reference for

Individual delegated/link governors/monitoring pairs

Any individual to whom a governor monitoring responsibility has been delegated is expected to work within the following terms of reference in conjunction with the protocols and procedures set out in the governor monitoring visits policy and the full governing body code of conduct. It is a statutory duty in legislation to report back to the full full governing body at the next meeting following a monitoring visit.

All link governors have a statutory duty to report to the full governing body their findings for further discussion and/or decision. There are no delegated decision-making powers for link governors.

Having delegated governors does not reduce the collective accountability of the full governing body for all its functions. The full governing body will need to ensure that its agenda and reporting mechanisms enables all full governing body members to have a collective strategic overview for all delegated monitored areas to enable accountability and effective informed decision making.

Guiding principles:

Before undertaking any monitoring, governors will read the monitoring visits policy and full governing body code of conduct. Written reports will be submitted for factual check and comment by the headteacher within one week of the visit and then be lodged with the clerk/governance professional for distribution as soon as possible, at least seven clear days before the next full governing body meeting.

It is expected that three monitoring visits will be completed during the year unless school circumstances necessitate more. Not all visits necessarily have to take place during the time when students/pupils are in school and could be just as effective as a meeting between governor(s) and the lead professional at the end of the day as mutually agreed.

Responsibilities

- To ensure full understanding of the delegated role.
- To be properly prepared for each visit by reading relevant policies and paperwork.
- To meet with the lead professional within the school to gain an understanding of the scope of the area/target and the activities the school is conducting to achieve success.
- To ensure key questions are asked and collective constructive challenge is enabled at the full governing body meetings to hold leaders to account.
- To ensure any full governing body meeting follow up actions are completed and documented.
- To undertake any necessary training (in or out of school) to enable effective monitoring.
- To monitor the progress of school activities towards the priority milestone or statutory duties.
- To evaluate the extent of success at the end of the set timescale.
- To ensure all visits to the school are arranged with reference to the executive lead/headteacher and in accordance with the agreed Governor Monitoring Visits Policy.

The full governing body have appointed the following individual delegated governors:

Statutory roles:	
Safeguarding (including child protection)	Mrs Annabel Cornall
SEND	Mrs Annabel Cornall, Mrs Leanne Edwards & Mrs Louise Connelly
LA required/recommended roles:	
Health and safety	Kelly Dey
Finance governors	Mr David Waller, Mr Conor Tobin, Mr Louis Westlake, Mrs Annabel Cornall.
Non statutory/best practice:	
Training and development governor	Mrs Annabel Cornall
Pupil premium/other targeted funding	David Waller
Cyber security	Mrs Annabel Cornall
Whole school wellbeing	Mrs Louise Connelly
Early years	Mr Mike Godwin
Attendance	Mrs Louise Connelly
School Website	Mrs Annabel Cornall
Behaviour & Attitudes	Mr Conor Tobin & Mr Mr Louis Westlake
Achievement	Whole FGB
Leadership & Management	Mrs Annabel Cornall & Mrs Leanne Edwards
Agreed by the full governing body: Monday 27 th October 2025	
Review date: Term 1 2026.	

Guidance for monitoring pairs for SIP priorities/curriculum

The full governing body recognises the delegated monitoring individuals/pairs are replacing committees in terms of challenge, responsibility and accountability when undertaking their monitoring and reporting back to the full governing body; the full governing body recognises that all decisions are made by the full full governing body and no delegated authority is given to monitoring pairs. **This guidance is to support monitoring pairs and link governors associated with school improvement and pupil outcomes to fulfil their roles.**

Monitoring pairs have a statutory duty to report to the full governing body their findings for further discussion and/or decision.

This list is not exhaustive and can be reviewed to meet the needs of our full governing body.

General

- To regularly monitor the relevant areas and milestones within the school improvement plan.
- Visit regularly, with consideration for timing of full governing body meetings, wellbeing of staff and governors, and timetabled relevant to school data analysis timescales e.g. three times per academic year.
- To ensure monitoring visit reports are included in FGB papers in a timely manner.
- To monitor the schools' policies in relation to the curriculum, pupil welfare and behaviour.

Curriculum

- To monitor and report to the FGB how the agreed curriculum is ambitious and designed for all learners particularly the most disadvantaged and those with SEND or high needs to give them the knowledge and cultural capital they need to succeed in life.
- To ensure the curriculum is broad and balanced by understanding the intent, implementation and impact; ensuring a full curriculum is delivered.
- To monitor and report to the FGB how British values are embedded within the curriculum.
- To understand the performance data for the school including the vulnerable groupings.
- To monitor impact of specialist funding for pupil premium, and PE/sports premium
- To undertake any training (in or out of school) that is necessary to enable effective monitoring of the agreed school improvement plan and its targets.
- To evaluate the extent of success at the end of the set and agreed timescale.
- To identify and celebrate success.

Expectations and outcomes

- To monitor pupil group achievement and progress against expectations, predicted outcomes and school improvement milestones and targets.
- To monitor the impact of any extended services provided to pupils against pupil progress and achievement.

Guidance SEND link governors

The role of the SEND governor is to ensure the full governing body are aware of their statutory responsibilities and to monitor on behalf of the full governing body and report back to the full governing body for further discussion and decision.

This guidance is to support SEND link governor fulfilling their role.

This list is not exhaustive and can be reviewed to meet the needs of our full governing body.

- To undertake monitoring visits.
- To ensure monitoring visit reports are included in FGB papers in a timely manner.
- To monitor the relevant areas and milestones within the school improvement plan relating the pupils with SEND.
- To monitor and report to the FGB how the agreed curriculum is ambitious and inclusive, designed for all learners particularly the most disadvantaged and those with SEND or high needs to give them the knowledge and cultural capital they need to succeed in life.
- To monitor the impact of high needs funding and progress of pupils with SEND.
- To review the special educational needs policy for approval at full governing body level.
- To liaise with the SENCo to ensure the SEND information report is reviewed and updated at least annually.

- To monitor compliance with the statutory duties from the SEND code of practice and report back to the full governing body.
- To monitor pupil group achievement and progress against expectations, predicted outcomes and school improvement milestones and targets regarding pupils with SEND.
- To ensure the accessibility plan is considered and approved.
This could be in collaboration with the H&S link governor.
- To keep up to date with legislative and local guidance in relation to pupils with SEND and inclusion, attending training where necessary and ensure the full governing body is made aware of any changes to their statutory responsibilities.

Guidance for the safeguarding link governor

The role of the Safeguarding governor is to ensure the full governing body are aware of their statutory responsibilities, take strategic leadership responsibility for the safeguarding arrangements and report back to the full governing body in a timely manner.

This guidance is to support safeguarding link governor fulfilling their role.

This list is not exhaustive and can be reviewed to meet the needs of our full governing body.

- To undertake monitoring visits to the school.
- To meet with the designated safeguarding lead (DSL) regularly to review safeguarding arrangements.
- To monitor compliance with the statutory duties from the most recent KCSIE and report back to the full governing body.
- To have read and understood the most recent KCSIE in its entirety.
- To ensure own knowledge of relevant guidance and policy is up to date, ensuring the full governing body is made aware of any changes to their safeguarding responsibilities.
- To monitor the child protection policy and associated policies to ensure safeguarding is effective, and report to the full governing body.
- To monitor the online safety policy to ensure the school's monitoring and filtering systems are effective.
- To undertake cyber training as per guidance.
- To confirm the lettings policy safeguarding checks are completed.
- To undertake annual/regular safeguarding training in relation to the role.
- In collaboration with the operational lead, annually review the safeguarding review toolkit for submission to the full governing body, and monitor follow up actions.
- To monitor the schools' policies in relation to behaviour.

Guidance for the health and safety link governor

The role of the health and safety (H&S) link governor is to ensure the full governing body are aware of their statutory responsibilities regarding health & safety and to monitor on behalf of the full governing body and report back to the full governing body for further discussion and decision. The H&S link governor will not conduct any health and safety checks themselves.

This guidance is to support health and safety link governor fulfilling their role

This list is not exhaustive and can be reviewed to meet the needs of our full governing body.

- To undertake monitoring visits to the school.
- To review the business continuity plan and report recommendations to the full governing body.
- To monitor the accessibility plan and review for approval. This could be in collaboration with SEND link governor.
- To monitor the school building strategy/maintenance plan and update full governing body via monitoring report.
- To review and recommend the H&S policy to the FGB for approval and adoption.
- To monitor the H&S policy.
- To monitor FGB agreed actions from the annual H&S Inspection Report.
- To receive the LA required H&S Inspection Reports from the operational lead three times a year as per the H&S policy.
- To ensure H&S monitoring visits take place as agreed within the monitoring schedule and report to the full governing body.

Guidance for finance monitoring

The full governing body recognises the delegated monitoring individuals/pairs are replacing committees in terms of challenge, responsibility and accountability when undertaking their monitoring and reporting back to the full governing body; the full governing body recognises that all decisions are made by the full full governing body and no delegated financial authority is given to monitoring pairs. **The guidance is to support monitoring pairs and link governors associated with school finance to fulfil their roles.**

Monitoring pairs and link governors have a statutory duty to report to the full governing body their findings for further discussion and/or decision. There are no delegated decision-making powers

This list is not exhaustive and can be reviewed to meet the needs of our full governing body.

General

- To undertake monitoring visits to the school.
- To monitor the impact of the costed school improvement plan in relation to the budget spend.
- To make regular reports to the full governing body and ensure that all financial decisions are recorded correctly in the minutes.
- Review compliance audit reports, ensuring the full governing body follows recommendations and actions.
- To monitor that the school is working within the SFVS recommended guidelines (SFVS).
- To monitor compliance with the LA Scheme for Financing Schools and report to the full governing body.
- To monitor the school asset plan annually.
- To annually, in the autumn term, recommend to the full governing body the financial risk register and keep under regular review.
- **Budget**
- To annually evaluate and recommend the budget for full governing body approval.

- To maintain an up to date 'balanced' three-year budget plan, which shows clear links to the 'school improvement' and 'staffing' plans.
 - Receiving reports of any rollover, including any significant variances and their impact on the three-year budget plan.
- To receive monthly budget monitoring reports from the school's operational finance lead.
 - *This is in addition to the chair of the full governing body being in receipt of a monthly finance report.*
- To produce, with support from the school's operational finance lead, a draft SFVS return for full governing body approval for submission to the LA before the annual deadline.
- Monitor and report to the full governing body any SFVS remedial actions to ensure they are cleared within specified deadlines.
- To produce a report for the full governing body to show the benchmark of school financial performance against similar schools.
- To monitor the spend of extra funding such as pupil premium, sports premium, ensuring its use has impact and liaise with the relevant link governor/s.
- To monitor, review and evaluate for approval all school policies and procedures and report to the full governing body with recommendations, this includes for example those related to anti-fraud, bribery and corruption; finance; lettings; whistleblowing; governor allowances; charging and remissions; gifts and hospitality; KCC cash award guidance for schools.
- To monitor and evaluate the management of the voluntary fund and to ensure the full governing body receive the audited accounts and report. (Delete if not applicable)

The full governing body have appointed the following governors as the finance monitoring governors:

Mrs Annabel Cornall

Mr Conor Tobin

Mr Louis Westlake

Mr David Waller

Terms of reference for panel hearings

- To make any decisions under the full governing body's personnel procedures eg, disciplinary, grievance, capability, bullying and harassment unless delegated to the headteacher.
- To consider any appeals against a decision to dismiss a member of staff or to a decision short of dismissal eg, disciplinary, grievance or capability.
- To make any determinations on behalf of the full governing body in relation to staff redundancy and redundancy appeals.
- To make any determinations on behalf of the full governing body in relation to any pay appeal.
- To make any determination or decision under the full governing body's school complaints procedure.
- To consider any representations by parents in the case of an exclusion (in accordance with the Statutory DfE Exclusions Guidance).

- To consider the appropriateness of any permanent exclusion or suspension which totals 15 days or more in one term or where a pupil is denied the chance to take a public examination (in accordance with the [Statutory DfE Exclusions Guidance](#)).
- All panels are to be convened by the clerk/governance professional.
- All panels will follow the relevant full governing body approved policy, procedure, and guidance.
- All panellists will undergo training to understand their roles and responsibilities.
- All panellists will be unbiased and understand the remit of their decision making as described within the relevant policy.

Membership: any three governors from a pool of governors from the full full governing body who are:

Suitably knowledgeable and objective to undertake the role, and are not tainted, and are available on the date specified.

Please note:

- *The headteacher is disqualified from serving in this role.*
- *Any governor having a connection with either a pupil, a member of staff or the incident in question which could affect their ability to act impartially should not serve on the panel.*
- *Any governor who has participated on a panel for a staffing decision, cannot sit on the appeal panel.*
- *Staff governors and any members of staff should not sit on panels in their home school.*

Terms of reference for headteacher performance management panel (HTPM)

Guiding principles:

- In following best practice, the headteacher's appraisal will be the first staff appraisal performed to enable headteacher objectives to be reflected within other whole school staff performance management objectives to drive the school forward.
- Is it a statutory requirement that the full governing body appoint an independent external adviser to assist the panel with the headteacher' appraisal, and to consult on setting objectives for the headteacher; this person should be suitably experienced and knowledgeable in school improvement and leadership matters.

Where serious weaknesses are identified in the headteacher's performance then the process should cease, and the issues will be managed within the school's formal capability procedure. The appraisal process will be recommenced when the headteacher's performance has reached the required standard.

Responsibilities:

- To meet annually with the headteacher and a *full governing body appointed*, independent external adviser
- Inform the headteacher of the standards against which their performance will be assessed.

- To review, in consultation, with the external adviser, the performance of the headteacher against the agreed appraisal objectives.
- To consult with the external advisor to set challenging but achievable objectives for the coming year ensuring they are specific, measurable, attainable, relevant, and time-bound (SMART).
 - Objectives should as far as possible be reached by agreement. However, where a joint determination cannot be made the HTPM panel will make the determination, following consultation with the external adviser, with the provision for the headteacher to record any disagreement if required.
- To prepare and agree the headteacher appraisal review statement, and report to the full governing body the completion of the process.
- To determine the recommendation on pay progression for approval by the full governing body in line with the latest [School teachers pay & conditions document](#)
 - Note the procedure required in determination of leadership pay ranges (section 9) for increases outside of the headteacher group size, including *seeking external independent advice before providing such agreement and support its decision with a business case* when appropriate.
- To monitor through the year, including a mid-year review meeting, the performance of the headteacher against the agreed objectives and to ensure appropriate support and development opportunities are provided.

Membership: three governors, including the chair of the full governing body, though not the vice chair as well.

The chair of the full governing body will not take the role of the panel/committee chair.

Please note:

- Neither the headteacher nor staff governors or staff may serve on this group.
- In voluntary aided/controlled/trust schools, consideration for best practice, for at least one member to be a foundation governor.
- Consideration may need to be given to situations where governors serve on both HTPM and the pay panel.

Governor 1 and chair of panel: Mr David Waller
Governor 2: Mrs Annabel Cornall
Governor 3: Mr. Louis Westlake
Date agreed for HTPM: 1st December 2025
Date agreed for mid-year review: TBC

Terms of reference for the pay panel

The full governing body will delegate all pay decisions in accordance with the school's pay policy; the pay panel will act in accordance with the pay policy. It is the role of the pay panel:

- To observe all statutory and contractual obligations.

- To determine the pay progression to be awarded to individuals as delegated within the pay policy, having regard for the most recent publication of the School Teachers Pay and Conditions Document.
- To apply the criteria set out in the school's pay policy and consider fully the recommendations made by the headteacher regarding an individual's pay.
 - Where pay decisions are made by a pay panel - the headteacher may provide professional advice and guidance to the panel to assist with decision making.
 - To ensure the achievement of all the pay policy objectives and principles in a fair, reasonable and equitable manner.
- To ensure all employees are made aware of the outcome of their individual pay review in writing within ten days of the decision making.
- To maintain an *accurate written record of all meetings*, recording the reasons for the pay decisions taken and having due regard to confidentiality.
- To report summary information regarding annual total budget for pay decisions to the full governing body for approval in line with agreed school policies.
- To recommend to the full governing body changes to the policy and to consult with staff and recognised unions on those proposed changes.
- To seek advice from the school's HR provider where appropriate.

All decisions made by the pay panel will take due account of the written appraisal statement and all relevant information available from an appraisal or other review of an employee's skills, abilities, performance and any other factors deemed to be relevant. This will include any written recommendation made by an employee's appraiser.

All decisions regarding pay progression for teachers, including the leadership group should be made without undue delay. These should be completed prior to or on 31 October for teaching staff.

Membership [three governors]

- Membership of the pay panel will not be open to anyone who could benefit financially, directly or indirectly from such membership or any of the decisions of the panel.

Please note:

- Neither the headteacher nor staff governors or staff may serve on this group.

Carefully consider the membership of the panel and appeals panels to ensure the right composition. Avoid both the chair and vice chair being members of the pay panel as this will inhibit one of these key senior roles being available for any pay appeals that may arise. Consideration should be given to situations where governors serve on both HTPM and the pay panel.

Governor and chair of panel: Mr Mike Godwin
Governor: Mrs Louise Connelly
Governor: Mrs Leanne Edwards

Delegation of functions to headteacher

The delegation to the headteacher ensures a clear separation between strategic non-executive oversight and operational executive leadership. The headteacher is expected to work within the headteacher's standards and the following terms of reference, and to provide the full governing body with such reports in connection with their functions/ purposes as the full governing body requires and to ensure all policies, procedures and documentation requiring full governing body approval are presented.

Budget

- To make miscellaneous financial decisions up to an agreed limit of £8000 (primary) £25000 (secondary) as set out in the school finance policy.
 - *LA Scheme for financing schools suggests up to £8000 for primary £25000 for secondary*

To make virements as set out and agreed in the school's finance policy Virements up to £8,000 (excl VAT), reported to the Budget and Personnel Monitoring Group

- To monitor monthly expenditure.
- To make payments.
- To ensure the full governing body receives six separate budget monitoring reports every year.
- To ensure monthly budget reports are sent to the chair of governors and the finance monitoring pairs.

Staffing, appraisal and performance management

- To appoint teachers and non-teaching staff.
- To establish disciplinary, capability and grievance procedures.
- To suspend staff.
- To initially dismiss staff.
- To produce and maintain a central record of recruitment and vetting checks, to also include those involved in school governance.
- To formulate and implement an appraisal policy, recruitment policy.
- Ensure that statutory guidance for [Induction of Early Career Teachers](#) is followed.
- To make pay decisions in line with the pay policy and legal requirements
- To carry out appraisal of other teachers (or delegate to line managers in the school) and ensure mid-year reviews are undertaken.
- To undertake moderation of pay recommendations to ensure consistency and fairness across staff groups.

Curriculum

- To ensure the national curriculum is taught to all pupils and consider disapplication for pupils as appropriate.
- To establish and implement a curriculum policy.
- To decide which subject options should be taught.
- To be responsible for standards of teaching.
- To be responsible for each individual child's education.
- To agree and review the content of any relationships education (primary)/relationships and sex education
- To ensure the balanced treatment of political issues and to prohibit political indoctrination.
- To promote British values.

Standard setting

- To set standards and predictions for pupil achievement and progress.
- To annually deliver the costed School Improvement Plan for approval at FGB.

Religious education and collective worship

- To provide religious education in line with school's basic curriculum..
- To ensure, after consultation with the full governing body, that all pupils take part in a daily act of collective worship..

Health and safety, premises and insurance

- To ensure rigorous approaches to identifying, managing and mitigating risk.
- To ensure health and safety regulations are followed.
- To ensure the health and safety policy is adhered to and to carry out regular health and safety inspections (at least three times a year) and take remedial action as appropriate.
- To ensure emergency evacuation is practiced at least three times a year and records retained.
- To report to the full governing body at FGB meetings that compliance checks have been completed.
- To ensure that all risk assessments are regularly reviewed and updated and reported to the full governing body.
- To ensure the full governing body receives the school buildings strategy for approval.

Discipline/suspension and exclusions

- To draft the content of the school behaviour policy and publicise it to staff, students and parents.

The full governing body of a maintained school must make, and from time-to-time review, a written statement of principles to help the head teacher determine the measures that make up the school's behaviour policy (which must include measures to prevent all forms of bullying among pupils). This duty cannot be delegated. The full governing body must consult

the headteacher, other appropriate members of staff, parents, carers and all registered pupils before making or changing this statement of principles.

Inclusion and equality

- To designate a suitably qualified teacher to be responsible for coordinating SEND provision (SENCO).
- To appoint a designated teacher for looked after children.
- To ensure that Public Sector Equality Duty (PSED) statements are compliant and available on the website.

School organisation

- To ensure that the school meets for 380 sessions in a school year and the expected 32.5 hours per week within the [DfE Length of the School week](#)
- To ensure that the [national school food standards](#) are met.
- To draft and implement a data protection policy which complies with GDPR and review it at least every two years and register with the Information Commissioner's Office.
- To ensure the statutory required information is uploaded to the school website.
- Maintain a register of pupil attendance.
- To publish on the [website](#) the drafted structure and remit of the full governing body, including governor appointment details, term of office and attendance record.
- To ensure governor information is submitted to the DfE database of governors ([GIAS](#)).

Information for parents

- To ensure that the school keeps parents and prospective parents up to date with school information.
- To ensure that free school meals are provided to those pupils meeting the criteria.
- To ensure that parents are aware of their rights to withdraw their child from collective worship, RE and sex and relationship education.
- To ensure that a report on each child's educational achievement is forwarded to parents/guardians.
- To ensure the school meets the [statutory requirements](#) in regard to school uniform.

Extended schools

- To put into place the additional services provided.
- To ensure delivery of services provided.

