



Stopsley Community Primary School

Continued Governance Development (CGD) Policy 2022 - 2025

Governors' Core Functions:

- Ensuring clarity of vision, ethos and strategic direction;
- Holding leaders to account for the educational performance of the school and its pupils, and the effectiveness and efficient performance management of staff;
- Overseeing the financial performance of the school and making sure its money is well spent.

We recognise that in order to ensure the Governing Body can fulfil its core functions, Governors must understand their collective and individual roles and responsibilities and be sufficiently skilled to carry them out. It is also essential Governors have regard for their own professional development on an ongoing basis, linked to the outcome of the skills audit and any emerging needs. The purpose of this policy is to provide a structured approach to this development.

The Governing Body will:

- Appoint a Continued Governance Development Link Governor;
- Have training as a standard item on the agenda for FGB meetings;
- Ensure any funding provided for Governor training is fully utilised;
- Consider provision of a full Governing Body training session annually;
- Attend, where appropriate, school-based training (INSET);
- Consider attendance at local/national events (e.g. Chairs' Briefings, conferences).

New Governors will:

- Take responsibility for their own continued governance development;
- Confirm that they have read and understood Keep Children Safe in Education at <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>
- Complete the NGA Skills Audit and SFVS Skills Audit within one year of commencing their term of office.
- Complete the Declaration of Pecuniary Interest Form.
- Attend the Local Authority's Induction or other Induction training for new Governors within one year of commencing their term of office at <https://schoolsupport.luton.gov.uk/Training>
- Complete the school's internal Induction programme within one year of commencing their term of office;
- Attend the Local Authority's Safeguarding training or other Safeguarding training for new

- Governors within one year of commencing their term of office at <https://schoolsupport.luton.gov.uk/Training>
- Attend the Prevent training for new governors within one year of commencing their term of office at <https://www.gov.uk/guidance/prevent-duty-training>
- Attend the Safer Recruitment for new governors within one year of commencing their term of office at <https://schoolsupport.luton.gov.uk/Training>
- Attend the Permanent Exclusions and Behaviour training for new governors within one year of commencing their term of office.

Individual Governors will:

- Take responsibility for their own continued governance development;
- Attend external Safeguarding training every three years at <https://schoolsupport.luton.gov.uk/Training>
- Attend external Prevent training every three years at <https://www.gov.uk/guidance/prevent-duty-training>
- Attend internal Safeguarding training annually;
- Attend courses relevant to Committees they join, within one year of joining;
- Attend courses relevant to specific monitoring link roles they hold, within one year of taking on the role;
- Attend at least three training sessions (including school-based) per year equivalent to six hours of Continued Governance Development;
- Report to the Governing Body, via the Training Evaluation Form, on the training that they have attended, highlighting any actions required and impact;
- Consider undertaking national training courses related to their role (e.g. DfE/NGA Leadership programmes, Safer Recruitment)
- Attend whole Governing Body training and development sessions.
- Ensure all training and development is recorded regularly on GovernorHub.

Individual Governors should be aware of their:

On top of safeguarding and child protection training, governors should also be aware of their:

- Obligations under the Human Rights Act 1998; <https://www.eis.org.uk/Education-And-Professional-Publications/Human-Rights-Act-Information-For-Schools>
- Obligations under the Equality Act 2010 (Including the Public Sector Equality Duty); <https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>
- Local multi-agency safeguarding arrangements. <https://lutonlscb.org.uk/>

Continued Governance Development Link Governor will:

- Actively promote Governor training and development;
- Report on relevant training during Governors' meetings;
- Keep records of Governors' attendance at training events;
- Ensure that new Governors are issued with an induction pack and that school- based induction is carried out;

- Undertake, collate and analyse a NGA Skills Audit and SFVS Skills Audit to identify individual and full Governing Body training needs, annually;
- Assist, where necessary, in the preparation of individual training plans;
- Annually review training costs and uptake training to ensure value for money from any services purchased.
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Approved Sources of Training and Development:

Governors can access approved sources of training and development via the following links:

- Luton Borough Council Governance Services
<https://schoolsupport.luton.gov.uk/Training>
- National Governance Association (NGA)
<https://www.nga.org.uk/Training-and-Development/NGA-Learning-Link-e-learning.aspx>
- Governors for Schools
<https://governorsforschools.org.uk/>
- Home Office
<https://www.gov.uk/guidance/prevent-duty-training>
- NSPCC (Authorisation required from the Chair of Governors)
<https://learning.nspcc.org.uk/training/child-protection-school-governors>

Policy Review and Approval Level:

This non-statutory policy will be reviewed every three years or as national guidelines change. The review, update and approval of the policy has been delegate to the Chair of the Governing Body and the Link Governor for Continued Governance Development. Governors will be updated within a timely manner of any updates to the policy.

The next review will be prior to November 2025.