





*'Broadening Horizons'*

# School Induction Policy for New Governors

<b>Policy Date:</b>	June 2021	<b>Version: 1.1</b>		
<b>Policy Review Date:</b>	June 2024	Headteacher Debra Bailey		28/06/2021
<b>Ratified by Governing Body:</b>				
Sue Welford (Chair of Governors)				28/06/2021

This governing body believes that in order to fulfil its responsibilities effectively, it is essential that each member is able to contribute towards the three core functions of governance namely:-

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

In all of our work we will uphold and enact the principles of public life which are selflessness, integrity, objectivity, accountability, openness, honesty and leadership and in doing so we believe this will enable us to create a collegiate sense of teamwork where all members can contribute as equals.

Our aim is to enable new governors to develop and make their contribution to governance as effectively as possible and support them in their new role by having an induction – a period of planned support.

The aims of the induction are to:

- Welcome new governors to the wider governing body
- Help them get to know the school
- Enable them to contribute fully to the work of the governing body and
- Assist them to further develop their roles and responsibilities

Prior to formal appointment the Chair of Governors will have met with the governor to discuss the role of governance, the school's committees and the skills the new governor will be bringing to these committees and the wider governing body.

The first full governors meeting will enable the new governor to introduce themselves as will other governors. As an effective governing body we feel it is vital that all governors constantly develop their skills and practice. It is therefore expected that new governors will attend the Welcome to Governance course of the Local Authority or complete other appropriate induction courses.

All governors, the head teacher and the clerk are open to be contacted if a new or existing governor would like support in their role.

New governors will develop their knowledge of the school by an early school visit arranged by the head teacher.

The school also provide a great deal of literature for governors which will help new governors develop their knowledge and understanding of the school. The following list is neither exhaustive nor prescriptive but a good place to start and should be the basis of questions and asking questions is what governors do!

The school development plan, Head teacher's reports, Pupil Premium report, Termly assessment data, Ofsted reports and Ofsted dashboard data

Additionally, the Department for Education "Governance Handbook" provides the most comprehensive source of information.