

Walsall Academy



Link Governor Policy

Reviewed By: S Topper

Policy Title	Link Governor Policy
Policy Reference	WA/LinkGov
Description	This document sets out procedures relating to link Governors and visits
Status	Statutory
Category	Academy
Person Responsible	S M Topper - Headteacher
Version	V 1.9 October 2024
Other relevant policies	
Adopted by the Governing Board	October 2024
Next Review Due	September 2025
Data Protection	Data will be processed in line with the requirements and protections set out in the General Data Protection Regulation

Version Records		
Version	Date	Description
1.1	March 2014	New Policy
1.2	March 2016	Review
1.3	February 2017	Review
1.4	December 2018	Review
1.5	March 2021	Review
1.6	October 2022	Reviewed and updated
1.7	September 2023	Reviewed and updated
1.8	July 2024	Reviewed and updated
1.9	October 2024	Reviewed and updated

Aim

To provide governors with a broader understanding of the context for their work, help inform strategic decisions and support the work of Academy staff.

Rationale and Benefits

The role of governors in the Academy can be summarised in the following;

- Planning the strategic direction of the Academy
- Overseeing financial performance of the Academy
- Holding the headteacher to account

“The governor role is strategic rather than operational. Governors don’t get involved with the day to day running of a school, instead supporting and challenging the school’s leadership team to drive school improvement.” (Governors for Schools)

Having oversight of finance is deemed to be one of the most important aspects that Governors should be involved in. All Governors therefore receive the monthly accounts from the Financial Controller, Tom Osbourne. There is also a remuneration committee which meets to review pay increases and performance related pay.

Rather than all governors being involved in all aspects of Academy life, it is preferable that Governors take on ‘link’ roles in their areas of specific interest which align with the Academy’s Improvement Plan. This can be done by visiting the Academy and talking to key staff, students and parents, then reporting back to the full governing board either verbally or with a written report.

Walsall Academy Governors have specific responsibilities e.g. Special Needs, Literacy, Finance, Health and Safety, Safeguarding and Looked After Children, etc. or they may focus on certain other areas of interest. To enable link governors to become better informed and identify needs, a structured programme of visits is to be organised each year.

Visits will involve individual Governors coming into the Academy and taking the opportunity to observe and hold discussions with the Headteacher and relevant Senior and Middle Leaders, as appropriate.

These visits also allow Governors to focus on particular areas for which they are accountable, e.g.:

- the management of the school’s resources
- the condition of the building and its use
- the development of teaching and support staff
- a specific subject area

By visiting school, and becoming better informed, Governors will be:

- more aware of the needs of the Academy
- more able to approach staff to meet those needs
- in a good position to support the Academy in the community

During the visit

To this end, clear protocols need to be made explicit i.e. that the visits are not to judge the quality of teaching, because that is the role of the Headteacher, the leadership team and trained Ofsted inspectors.

Visits are linked to priorities identified in the school improvement plan and key performance indicators. These visits and ensuing discussions aim to strengthen leadership, challenge assumptions and support effective decision-making.

Opportunities will be provided to visit lessons, meet with staff, students and, on occasions, parents. The agenda will be agreed with the Headteacher prior to the visit. It can be linked to a key theme or curriculum area but may incorporate:

- recent actions and developments
- achievement and standards
- personal development and well-being
- the quality of provision
- leadership and management
- overall effectiveness and efficiency

All visits may begin with a brief meeting with the Headteacher (or SLT) and may end with a plenary session, also with the Headteacher (or SLT). During the plenary session Governors will agree action points for further attention by that Governor, the Headteacher or someone else.

Specific members of the Senior Leadership Team will co-ordinate visits through the Headteacher's PA.

After the Visit

Feedback is valuable and should be communicated as soon as possible after a visit. As a Governor, the visit is made on behalf of the Governing Body and not in a personal capacity. It is clearly inappropriate to make either judgements or promises on behalf of the Governing Body. Staff should also note that Governors are not able to address everyday matters that would normally be sorted out as a matter of good line management.

Any concerns should be shared with the Headteacher as soon as possible. Comments should be limited to the focus of the visit unless health and safety is being compromised or safeguarding issues are observed. These should always be reported immediately.

Brief oral and written feedback should be given to:

- The member(s) of staff involved
- The Headteacher
- The Chair and Clerk to the Governing Body

Oral feedback should be given to the member(s) of staff at the end of the visit. Governors should agree with the Headteacher the level of detail that should be fed back to the member of staff.

A report will be written and submitted prior to the next Full Governing Board Meeting. The reports will be discussed with the Chair of Governors, filed and made available to the Governing Body as required.

Appendix A

Link Governor roles/committees

Safeguarding/Vulnerable Children/SEN/Mental Health and Well Being - **M.Frost (RAS)**

Health and Safety/Premises - **A.Fowler (JPC)**

Key Stage 3 Curriculum development and standards - **H.Goodall (JPC/LEH/SCE)**

Key Stage 4 Curriculum development and standards - **H.Goodall (GAS)**

Sixth Form Curriculum development and standards - **S.Jordan (MLS)**

Staff Recruitment Strategy - **S.Percox (SST)**

Behaviour Strategy - **R.Dean (FTM)**

Attendance Strategy – **Chair (LEH)**

Character Education – PSHE, Citizenship, Careers Guidance, Online Safety - **F.Robson (JPC)**

Session 3 including visits and trips - **E.Brewis (CLC)**

Admissions – Year 7 and 12, including mid-year admissions - **N.Latham (SST)**

IT/Cyber security and Website compliance - **A.Fowler (SL)**

Remuneration/Finance Committee - **Chair, M.Frost, S.Percox (SST)**

Disciplinary Committee - **Three Governors (SST)**

Governor Visit Days (one per term) - **All Governors invited**

A timetable of visits will be arranged. Some will require regular monitoring, whilst others may be once per year. For example, safeguarding visits are carried out monthly.

These roles may be adapted at any time throughout the year.