**Hilbre High School**

**Governance Development Plan 2022/23**

**Context**

* To support the school to deliver an excellent and safe learning experience through effective scrutiny, performance management and advice.
* To develop the Board of Trustees, enhancing skills and experience with training, continuous development, and access to appropriate resources.
* To support the delivery and measurement of the impact of the School Development Plan.
* To address the OFSTED inspection of October 2021 and subsequent recommendations.
* To address external governance reviews by Purple Governance and recommendations 2019 & 2021.
* To focus on the changing composition of the Board of Trustees and establishment of Members.
* To support the school to develop plans for transitioning to a multi academy trust (MAT) in line with the Education Act white paper (2022).

**Technical Actions from Reviews**

* Review of governance conducted by Council’s Audit Team October 2020.
* Review the School’s Risk Register – strategic and operational risk mitigation.
* Overhaul school’s business continuity plan and arrangements.
* Address Trustee Board’s property management/legal experience gap.
* Establish Members and clarify their relationship with the board.
* OFSTED Report 2021

**External Governance Review Recommendations and Actions for 2022/23**

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| **TRUSTEE BOARD PERFORMANCE AND REVIEW** | **RAG** |
| Review and action ‘Purple Governance’ Recommendations of 2021 | Green |
| Establish and publish the school’s Governance Development Plan | Green |
| Build the recommendations of the second external governance review 2021 | Green |
| Respond to the recommendations of governance review by the Council’s Audit Team 2020 | Green |
| Develop an annual work programme of key themes for Board agendas. | Green |
| Develop ‘route map’ for school’s transition to a multi academy trust. | Amber |

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| **SCHOOL WEBSITE** | **RAG** |
| Trustee information correct across the website and GIAS | Green |
| Pen Portraits published for Trustees & Members | Green |
| Publish Governance Development Plan and subsequent updates | Amber |
| Register of Business & Pecuniary Interest completed & on website | Green |
| Rolling programme of policy renewal | Green |
| Chair of Trustees & Safeguarding Trustee referenced in policies | Green |
| School website to be fully compliant | Green |

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| **TRUSTEES AND THEIR FUNCTIONS** | **RAG** |
| Recruit and establish Members and their function | Green |
| Values & Vision Statement linked to the School Development Plan | Green |
| Establish Trustee themed scrutiny framework and links with SLT members | Green |
| System established for documenting Trustee scrutiny and attendance at school | Green |
| Completion of Trustees and Members updated skills and knowledge audit and summary report | Green |
| Develop training report for information sharing between Trustees | Green |
| Induction programme, mentoring and training package for new Trustees established | Green |
| Consider the Headteacher’s report and determine requirements | Green |

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| **COMMITTEE STRUCTURE & CLERKING** | **RAG** |
| How the Board operates and asks questions | Green |
| Review the Board agenda structure | Green |
| Topic meetings for Progress Leaders to present to Board | Green |
| Support school to deliver post Covid-19 recovery plan | Green |

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| **SCHOOL COMMUNITY** | **RAG** |
| Termly article highlighting the work of the Trustees | Amber |
| Appoint a Well-being Trustee | Green |
| Support Headteacher and SLT’s Well-being | Green |
| Consult stakeholders through series of surveys | Amber |
| Engage School Council and establish 2 way relationship | Green |