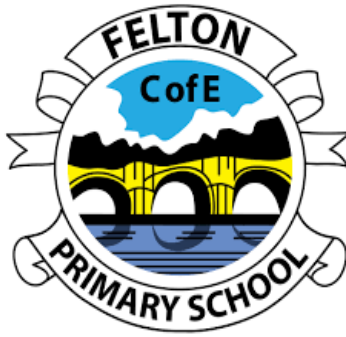




## **Our Governing Body & Terms of Reference**

**This document will be reviewed every year at the beginning of the academic year.**

**Last reviewed : September 2025**

### **Loving, Learning, Living as we journey together to enable everyone to flourish**

‘Loving, learning, living’ shapes our priorities in all areas of school life:

Journeying together, we discover our unique gifts and use them for the benefit of others. We learn to overcome the challenges we face, and support one another to be the best that we can be. As in the parable of the Good Samaritan (Luke 10:29–37) ‘who loved his neighbour as he would himself,’ we seek to help everyone in our school community to flourish through loving, learning and living well together.

We love God, ourselves and one another. We love and care for our world and our neighbours, locally and globally.

We learn from one another and grow in wisdom from our experiences so that we can be the people we were created to be.

We live together in peace, trust, and with respect. We are giving and forgiving and always willing to go the extra mile to bring hope to our world.

Our curriculum will:

- Reflect the cultural, spiritual and physical context of the school and its locality
- Reflect the diversity of Britain and our wider communities
- Be responsive to the needs of all learners

The value we place on reading and language underpins everything that we do. Above all we value kindness.

## Members of the Governing Body - September 2025

|                                            |                 |
|--------------------------------------------|-----------------|
| Steven Johnson ( Chair of Governors 24/25) | Local Authority |
| Steph Whaley                               | Parent          |
| Elodie Gair                                | Parent          |
| Kathy McConnachie                          | Parent          |
| Cheryl Wade                                | Parent          |
| Sam Driver                                 | Foundation      |
| Sue Marsh                                  | Foundation      |
| Rev Richard Townend                        | Foundation      |
| Chris Green                                | Co-opted        |
| Vacancy                                    | Co-opted        |
| Hannah Todd                                | Staff           |
| Emma Lucas                                 | Headteacher     |

The Governing Body are ably supported and advised by our School Support Officer, Louise Gilmour, following the retirement of Margaret Arksley.

## Committee Membership - September 2025

We have three committees which support the work of the full Governing Body.

| <b>Finance, Staffing, Premises &amp; Policy (FSPP)</b> | <b>Curriculum, Pupil Performance &amp; Community (CPC)</b> | <b>Strategic Group</b>  |
|--------------------------------------------------------|------------------------------------------------------------|-------------------------|
| Emma Lucas                                             | Steven Johnson                                             | Steven Johnson ( Chair) |
| Chris Green                                            | Elodie Gair                                                | Sue Marsh               |
| Steven Johnson                                         | Sue Marsh                                                  | Steph Whaley            |
| Kathy McConnachie ( Chair)                             | Hannah Todd                                                | Kathy McConnachie       |
| Sam Driver                                             | Steph Whaley ( Chair)                                      | Emma Lucas              |
|                                                        | Cheryl Wade                                                |                         |
|                                                        | Rev Rich Townend                                           |                         |
|                                                        | Emma Lucas                                                 |                         |

Two Governors (Sue Marsh & Steven Johnson) also meet twice a year, supported by the School Improvement Partner (in the first meeting), Louise Mallin, to discuss the Headteacher's Appraisal.

### **Governor Champions - September 2025**

The proposal for Governor Champions evolved from the understanding that no one person on the Governing Body has the necessary skills, experience or time to be an expert on every aspect of the Governing Body's remit. It was suggested at the Spring 2016 Full Governing Body meeting that specific Governors became the 'Champion' for some of the key areas considered by the FGB. In principle, each member of the FGB will have a broad understanding of the issues but with one person acting as the focal point for understanding, reference and challenge. The Champion should consider the impact on outcomes for children, budget setting and value for money (where appropriate), ensure it is appropriately covered within monitoring visits, conduct an in-depth review of the appropriate section of the Head Teachers Report with documented challenge, and report back to the FGB. Appropriate reference documents include the School Development Plan (SDP), the Ofsted Inspection Handbook, National Governors Association (NGA) and, of course, documents pertinent to the Champion area.

Membership of Governor Champions are reviewed at the first strategic committee meeting that we have every September.

| <b>Governor Champion</b>                                                                             | <b>Name</b>                             |
|------------------------------------------------------------------------------------------------------|-----------------------------------------|
| Safeguarding                                                                                         | Sue Marsh                               |
| Compliance ( Data, Pupil Premium, Single Central Record, Attendance)                                 | Steven Johnson                          |
| Health and Safety                                                                                    | Kathy McConnachie                       |
| Infrastructure / ICT / Website / Cyber security                                                      | Chris Green                             |
| OFSTED Parent View                                                                                   | Steven Johnson                          |
| SEND, Looked After Children & Disadvantage                                                           | Sue Marsh                               |
| Parents Forum                                                                                        | Steven Johnson                          |
| Governor development and training                                                                    | Steven Johnson                          |
| SIAMS                                                                                                | Rev Rich Townend                        |
| Safer Recruitment                                                                                    | Steven Johnson & Sue Marsh              |
| Behaviour, Personal Well-being, THRIVE, Sports Premium, Extra curricular, Forest School, Careers and | Steph Whaley, Elodie Gair & Hannah Todd |

|                                       |                |
|---------------------------------------|----------------|
| Enterprise                            |                |
| Equalities and SMSC                   | Elodie Gair    |
| Early Years                           | Cheryl Wade    |
| Community Links including Pumpkin Pie | Steven Johnson |

In terms of monitoring and evaluating the curriculum and subject offer, the members of the Curriculum, Pupil Performance & Community Committee will act as Governor Champions for the following subjects.

| Subject(s)                                                                           | Governor Champion                       |
|--------------------------------------------------------------------------------------|-----------------------------------------|
| STEM ( Science, Technology, Engineering and Mathematics ) Reading, Writing & Phonics | Steven Johnson & Sue Marsh              |
| RE                                                                                   | Rev Richard Townend                     |
| Foundation subjects                                                                  | Elodie Gair, Steph Whaley & Cheryl Wade |

### **Business rhythm**

Meetings will follow the following business rhythm during the academic year.

|           |                                                                        |                                                                                                                       |                         |
|-----------|------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|-------------------------|
| September | Chair of Governors to meet with Headteacher to agree agenda for FGB 1. | Identify priorities for each committee for academic year<br>Agree SDP and committee membership for the academic year. | Tuesday 9th September   |
|           | FSP Committee                                                          | HT will send policies to be reviewed in Autumn Term                                                                   |                         |
|           | Full Governing Body 1                                                  | To share priorities for the year.                                                                                     | Thursday 25th September |
| October   | CPC Committee 1                                                        | Review of previous year.<br>Identify priorities for new academic year and agree Governor Champion visits              | Thursday 9th October    |

|          |                                                     |                                                                                                               |                        |
|----------|-----------------------------------------------------|---------------------------------------------------------------------------------------------------------------|------------------------|
|          | Headteacher Appraisal - Steven Johnson & Sue Marsh. | Review and set new targets with SIP                                                                           | Wednesday 8th October  |
|          | Safeguarding Review                                 | Termly safeguarding review                                                                                    | To be arranged         |
| November | Governor Champion Monitoring Visits                 | As agreed in CPC 1                                                                                            |                        |
|          | Health & Safety Review                              | Bi annual H & S review                                                                                        | To be arranged         |
|          | FSPF Committee 1                                    | 6 month review of budget.<br>Schools Financial Values Standard<br>Agree Governor Champion visits ( if needed) | Thursday 20th November |
|          | Full Governing Body 2                               |                                                                                                               | Thursday 27th November |
| January  | FSPF Committee                                      | HT will send policies to be reviewed in Spring Term                                                           |                        |
|          | CPC Committee 2                                     | Discuss Governor Champion visits and agree for Spring Term                                                    | Thursday 5th February  |
| February | Governor Champion Monitoring Visits                 | As agreed in CPC 2                                                                                            |                        |
|          | Safeguarding Review                                 | Termly safeguarding review                                                                                    | To be arranged         |
|          | Strategic Group ( if needed)                        | Detailed 6 month review of SDP                                                                                | To be arranged         |
|          | Full Governing Body 3                               |                                                                                                               | Thursday 26th Feb      |
| March    | FSPF Committee 2                                    | Agree new budget for new financial year<br>Agree and review policies for renewal for Summer Term.             | Thursday 26th March    |

|      |                                     |                                                            |                    |
|------|-------------------------------------|------------------------------------------------------------|--------------------|
|      |                                     | Agree Governor Champion visits ( if needed)                |                    |
|      | Headteacher Appraisal               | 6 month review                                             | To be arranged     |
| May  | CPC Committee 3                     | Discuss Governor Champion visits and agree for Summer Term | Thursday 7th May   |
| June | Governor Champion Monitoring Visits | As agreed in CPC 3                                         |                    |
|      | Full Governing Body 4               |                                                            | Thursday 11th June |
|      | Health & Safety Review              | Bi annual H & S review                                     | To be arranged     |

### Review of policies

Below is a list of statutory policies ( although there may be some non statutory policies too) that need to be reviewed on a regular basis. The proposal is that these policies will be reviewed by members of the FSSP committee ( with support from the named governor champion if they are not part of this committee e.g Sue Marsh for all safeguarding policies) before being discussed and ratified at the next Governing Body meeting.

| Autumn Term                                | Spring Term                        | Summer Term         |
|--------------------------------------------|------------------------------------|---------------------|
| Admissions arrangements                    | Behaviour and behaviour principles | Careers guidance    |
| Charging and remissions                    | Equality objectives                | Governor Allowances |
| Data Protection and privacy                | RSHE                               | Premises Management |
| Health & Safety                            | Complaints                         | ECT                 |
| Safeguarding and child protection          | Exclusions                         | EYFS                |
| School Attendance                          | SEND                               | Accessibility       |
| School uniform                             | Staff behaviour & grievance        |                     |
| Support for pupils with medical conditions |                                    |                     |

|                                    |  |  |
|------------------------------------|--|--|
| Teacher Performance and Capability |  |  |
| Teachers Pay and Conditions        |  |  |

### Terms of reference

Please note that all terms of reference are to be read in conjunction with the **Governing Body Decision Planner (dated 1<sup>st</sup> Dec 2014)**

### Strategic Committee

| Name of Committee | Strategic                                      |
|-------------------|------------------------------------------------|
| Date agreed       | Autumn 2025 Full Governing Body meeting        |
| Review date       | Autumn 2026 Full Governing Body meeting        |
| Clerk             | To be appointed by the Committee               |
| Membership        | See table on page 2 & 3                        |
| Quorum            | At least two governors                         |
| Meetings          | The Strategic Committee will meet twice a year |

The Strategic Committee has delegated responsibility to;

1. Ensure that the Headteacher has been supported in writing the School Development Plan, identifying the school priorities / KPIs.
2. Review the School Development Plan throughout the year.
3. Review the Committee Membership of each committee.
4. Agree the Governor Business Rhythm of meetings for the year.
5. Ensure that the Governing Body Decision Planner is adhered to.
6. Consider recommendations relating to teaching and learning from external reviews of the school, for example, Ofsted and School Improvement Partner, and ensure an appropriate plan is in place to act on any recommendations.
7. Consider recommendations relating to School Vision and Values
8. Consider recommendations relating to Governance

### Finance, Staffing, Premises and Policy Committee ( FSPP)

|                   |                                        |
|-------------------|----------------------------------------|
| Name of Committee | Finance, Staffing, Premises and Policy |
|-------------------|----------------------------------------|

|             |                                                 |
|-------------|-------------------------------------------------|
| Date agreed | Autumn 2025 Full Governing Body meeting         |
| Review date | Autumn 2026 Full Governing Body meeting         |
| Clerk       | To be appointed by the Committee                |
| Membership  | See table on page 2 & 3                         |
| Quorum      | At least three governors                        |
| Meetings    | The FSPP Committee will meet twice in the year. |

The FSPP Committee has delegated responsibility to;

### **Finance**

1. Review an annual budget, ensuring resources are allocated in line with the school's strategic priorities and curriculum plans.
2. Maintain a realistic three-year financial plan in line with the SDP, which takes into account the school's vision, known risks and opportunities.
3. Present an annual budget to the full governing board for approval.
4. Monitor actual income and expenditure at least once a term against the approved budget.
5. Benchmark income and expenditure against that of similar schools, considering comparative performance and opportunities to improve efficiency.
6. Ensure that sufficient funds are allocated for staff pay increments.
7. Report back to each meeting of the full governing board, alerting them to potential problems and significant variations to the approved budget at the earliest opportunity.
8. Review and approve any adjustments to the school's approved budget (subject to the local scheme of delegation)
9. Undertake detailed scrutiny and recommend approval of the Schools Financial Value Standard (SFVS) and undertake actions identified as part of the SFVS.
10. Ensure local authority financial procedures are complied with.
11. Receive and act upon any issues identified by a local authority audit and advise the governing body on any matters arising.
12. Ensure that the school follows basic procurement rules and achieves best value for money when acquiring goods and services.
13. Assess the school's insurance cover to ensure that it provides adequate protection against risks.
14. Ensure appropriate advice is sought before entering into contracts, in line with the local authority financial regulations.
15. Agree with the Head Teacher, expenditure on capital projects not falling within the planned budget.
16. Authorise signatories for the school bank account.
17. Determine the levels of charges for lettings.

## **Staffing**

1. Review the staffing structure of the school when a vacancy arises or annually, ensuring that it meets the requirements of the school development plan, the curriculum and is affordable.
2. Support the Headteacher in appointing new members of staff if requested to do so.
3. Ensure that each member of staff has a job description which is reviewed annually.
4. Consider applications from staff for variation to contract (such as secondments, early retirement, leave of absence, reduced working hours and flexible working requests).
5. Oversee the operation of the appraisal policy, including making arrangements for the headteacher's performance management (which will be delegated to two members of the Governing Body) and ensure all staff have appraisals twice a year, through an audit with the Headteacher.
6. Review pay decision data to ensure that pay increments are awarded fairly.
7. Ensure that staffing procedures (including recruitment procedures) comply with equality legislation and safer recruitment practice.
8. Monitor the provision of staff training and CPD, ensuring sufficient budget is allocated.
9. Annually review staff absence, recruitment, retention, morale and performance.

## **Premises & health and safety**

1. Ensure that safeguarding policies, procedures and training is effective and complies with the law at all times, having regard to statutory guidance Keeping Children Safe in Education.
2. Ensure appropriate risk assessments are carried out and reviewed on an annual basis, particularly in response to changes in equipment or circumstances.
3. Monitor the completion of actions and recommendations arising from risk assessments.
4. Review the school's accessibility plan.
5. Receive an annual health and safety audit report and monitor any arising actions.
6. Receive a regular report on accident statistics, near misses, incidents of violence or aggression.
7. Ensure that a process is in place to approve educational visits, ensuring that health and safety planning and risk assessments have been undertaken for them.
8. Ensure that inspections of the school site, buildings and equipment take place (annually and at appropriate intervals), and a report is received identifying any issues.
9. Monitor the health and safety training that staff and governors undertake.
10. Seek advice from the LA regarding building insurance and personal liability.
11. Make recommendations to the Full Governing Body on capital works and improvements.
12. Ensure there is a properly funded programme of repairs, maintenance and decoration.
13. Ensure security of the school premises and fire safety measures, including alarm systems and fire drills meet statutory requirements.
14. Oversee arrangements for grounds maintenance and the requirements of the environmental Protection Act 1990 concerning litter and refuse.
15. Review, adopt and monitor all policies delegated by the full Governing Body ( these may include H & S, charging and remissions, pay, appraisal, GDPR & Governor Allowance).

## Policy

1. Undertake a cyclical review of statutory policies.
2. Ensure that there is an overview of when policies need to be reviewed in line with recommendations from the NGA.
3. Liaise with school staff to review policy or write new policy using School Bus format.
4. Ensure that all policies are uploaded onto the school website.
5. Delegate certain school policies to either the CPC & FSPP Committee to review on their behalf.

## Curriculum, Pupil Performance & Community Committee ( CPC)

| Name of Committee | Outcomes                                                      |
|-------------------|---------------------------------------------------------------|
| Date agreed       | Autumn 2025 Full Governing Body meeting                       |
| Review date       | Autumn 2026 Full Governing Body meeting                       |
| Clerk             | To be appointed by the Committee                              |
| Membership        | See table on page 2 & 3                                       |
| Quorum            | At least three governors                                      |
| Meetings          | The CPC Committee will meet at least 3 times during the year. |

The CPC Committee has delegated responsibility to;

1. Review the curriculum offer to ensure it is broad and balanced, ensuring that [statutory requirements](#) are met.
2. Ensure that the curriculum offer reflects the school's values and ensure that community cohesion is linked into this offer.
3. Ensure that the curriculum meets the needs of all pupils regardless of ability, age, sex or ethnicity.
4. Ensure that safeguarding policies, procedures and training is effective and complies with the law at all times, having regard to statutory guidance Keeping Children Safe in Education.
5. Monitor the filtering and monitoring systems used in school.
6. Ensure that the requirements of pupils with special educational needs and disabilities (SEND) are met, as laid out in the Code of Practice.
7. Ensure that the curriculum provides opportunities for pupils to become physically confident in a way which supports their health and fitness.
8. Ensure that the sex and relationship policy is made available to parents.
9. Ensure that the requirements and arrangements for Collective Worship and Religious Education are met.

10. Ensure that we monitor the personal development, behaviour, attendance ( against the national picture) and well being of all pupils.
11. Ensure that [required information](#) relating to the school's curriculum is published on the school's website
12. Ensure SATs assessment arrangements are implemented.
13. Monitor and evaluate the results of pupil's learning in terms of progress and attainment across all subjects and how well pupils perform in national assessments in Early Year Learning Goals, Phonics Screening, Year 2 SATs, Y4 Multiplication Check and Year 6 SATs.
14. Monitor the impact on educational outcomes of changes to the curriculum and interventions.
15. Evaluate the impact of the curriculum in terms of pupils' preparedness for the next stage of education and employment.
16. Monitor and review the progress and attainment of specific groups of pupils including those in receipt of pupil premium funding and pupils with SEND.
17. Monitor spending of PE and Sport Premium, ensuring that funding is spent effectively, and is having the intended impact on pupil outcomes.
18. Monitor and evaluate the impact of continuing professional development on the quality of teaching.
19. Review staff work-life balance, working conditions and well being, including monitoring staff absence rates.
20. Advise the Resources Committee on the funding priorities necessary to deliver the curriculum.
21. Make recommendations to the Governing Body regarding governor visits.
22. Review and monitor any policies delegated by the Policy Committee and / or the Full Governing Body ( these may include Relationships Education and RSE, EYFS, Equality information & objectives and Accessibility).

### Headteacher Appraisal Committee

| Name of Committee | Headteacher Appraisal                                         |
|-------------------|---------------------------------------------------------------|
| Date agreed       | Autumn 2025 Full Governing Body meeting                       |
| Review date       | Autumn 2026 Full Governing Body meeting                       |
| Clerk             | N/A                                                           |
| Membership        | See table on page 2 & 3                                       |
| Quorum            | Both governors and School Improvement Partner                 |
| Meetings          | The Headteacher Appraisal Committee will meet twice each year |

The Headteacher Appraisal Committee has delegated responsibility to:

- 1) Annually review the performance of the Headteacher against the objectives set.
- 2) With advice from the School Improvement Partner, set objectives for the Headteacher with their agreement.
- 3) Review progress against the objectives and offer further support if required.
- 4) Recommend performance related pay award to the FSPP Committee

### **DELEGATION TO THE HEAD TEACHER**

The Headteacher will be responsible for the day to day management of the school in accordance with the professional responsibilities outlined within the School Teachers' Pay and Conditions Document.

Additionally, the Governing Body will delegate some of its functions to the Head Teacher. The nature and extent of the functions that are delegated must be formally defined by the Governing Body and reviewed on an annual basis as part of the Decision Making Planner (dated 1<sup>st</sup> Dec 2014)

#### **Staffing:**

- Undertake casual staff appointments to ensure the delivery of the curriculum and within the limits of the budget allocation and income generated from the schools supply scheme insurance and other specific income.
- Undertake temporary appointments to maintain the delivery of the curriculum within the limits of the agreed staffing structure (except where additional SEN funding may be allocated).
- Undertake permanent support staff appointments for certain categories of staff e.g cleaners and Lunchtime Supervisors.
- Make arrangements for the sanction, suspension or dismissal of staff (act as Hearing Body as required) with sanctions further delegated to Nominated Officers appointed by the Head or Chair.
- Ensure compliance with appraisal and performance pay progression arrangements in accordance with the school's pay policy.

#### **Operational Management**

- Consistent and fair application & administration of all policies and procedures agreed by the governing body.
- Undertake consultation prior to and briefings to support implementation following adoption of new and revised policies and procedures.
- Compliance with all statutory requirements and the scheme for financing schools in Northumberland.

#### **Education**

- Ensure National Curriculum is taught to all pupils.
- Ensure teaching standards are met for each child's education.
- Decide which subject options should be taught, allowing flexibility in the curriculum.
- Prohibit political indoctrination and ensure balance on political issues.
- Set and publish achievement targets and KS2 SATs results.

## **Finance**

- Day to day financial management of the school within the parameters of the agreed operational budget.
- Maintenance of adequate and effective systems of internal financial control for all monies managed by the school.
- Monitoring of the operational budget, income, expenditure and commitment, on a day to day basis.
- Not less than termly, written reports to be presented to the FGB – to include commentary on under/over spends and commitments.
- Requests for significant changes to be presented to the FGB in report form including cost/benefit analysis of priorities in current and future years.
- Meeting the requirements of the Schools Financial Value Standard.
- *Disposition of additional SEN funding (in year increases) to ensure continuity of provision.*
- *Negotiation of goods and service contracts within the limits of the agreed operational budget*
- Sales of goods (e.g. uniform).
- Disposal of assets – as agreed/identified by the Governing Body.

## **Additional**

- Such other tasks and duties that from time to time may be required and specifically delegated.