



Woodcocks' Well CE VA Primary School Governors Charter

Head Teacher - Mrs Stephanie Beckett

Date of Review - June 2023

Date of Next Review - May 2025

This charter sets out the expectations on, and commitment required from, governors in order for the Governing Body (GB) to carry out properly its work within the school and the community. Governors will sign the undertaking at the first Full Governing Body Meeting (FGB) meeting of each school year.

Psalm 127 verse 3a states “Children are a heritage from the Lord”. Woodcock Well’s Governing Body recognises this and is committed to working in partnership with the head-teacher, staff and stakeholders to provide the best possible education and potential for Spiritual growth in our children and the wider stakeholders through our open commitment to the vision characteristic of faithfulness as seen as part of a whole in the Fruit of the Spirit (1) *Galatians 5:22*.

Woodcocks' Well School is also committed to safeguarding and promoting the welfare of its children and stakeholders and expects all staff and volunteers to share in this commitment and exemplify peace, goodness and self-control in their actions and motivation in promoting good safeguarding practice.

The Governing Body will:

1. respect the professional expertise of the head-teacher and staff and (showing patience) understand that responsibility for the day to day running of the school rests with the head teacher undergirding both the head teacher and their staff with the love that we find not only in the fruit of the spirit (*Galatians 5v22*) but also explained in 1 Corinthians 13 where we see the definition of love explained to show that it is not self-seeking or irritable but rejoices with the truth.
2. showing faithfulness to the head-teacher and fellow governors, give sufficient notice of meetings and post relevant digital information on Governor Hub (or via paper if any do not have the technological facilities/skills for digital distribution of paperwork) to all governors in good time, at the very least a week before the meeting.
3. ensure that meetings are chaired effectively, so that the chair:
 - a. utilises all effective means prior to the Governor Committee or Full Governor Board Meetings to ensure the length of meeting is kept to a safe, productive and efficient length of time, thus employing the vision characteristics of self-control and goodness to facilitate good mental health of all those involved and especially for the head-teacher’s work/life balance. To facilitate this, full use is to be made of the Governor Hub in keeping up-to-date with documentation and posting questions to the head-teacher/chair of governors/committee chair preferably one week prior to the Governor meeting but 24 hrs if this is not practicable. This also includes any questions for Any Other Business (A.O.B.).
 - b. promote self-control in keeping the board to the agenda and veering away from distractions.
 - c. paces the meeting so that time is given to each matter in proportion to its importance, placing the most important items earlier (*Head-teacher Wellbeing Session Pt 2, 01July 2021, Chester Diocese webinar training event*).

- d. draws on all members for contribution encouraging them to succinctly give their opinion - Governors with the role of a special focus on the subject to be discussed will be expected to submit questions/thoughts preferably minimum 1 week prior to the meeting, if that is unattainable then a minimum of 24 hours prior to the meeting. In so doing they are facilitating the Chair's ability to keep meetings to the functional length of 1 ½ to 2 hrs.
- e. ensure that accurate draft minutes are produced promptly following meetings and agreed at the following meeting or prior to it on the Governor Hub, ensuring queries are posed beforehand on the Governor Hub to encourage 'critical friendship challenges' and give those to whom the question is directed time to prepare answers that are constructed to not only answer the question but are replied to holding to the characteristics of the Fruit of the Spirit ready for the meeting. In Proverbs 29:11 (Amp Version) it tells us:
"A [short-sighted] fool always loses his temper *and* displays his anger, But a wise man [uses self-control and] holds it back."
- f. encourage all governors to contribute equally.
- g. and in a continuing display of faithfulness, support the training and development of the board by each governor on being newly appointed agreeing to undergo New Governor induction training sessions as specified by the training packages being currently endorsed and used by the governing body. On top of the induction sessions for all new governors, each governor agrees to 3 minimum training sessions each academic year, whether that be online, face -to- face and log the same down on the their personal profile on Governor Hub.

Each Governor who is not already familiar with Governor Hub should undergo a 'Getting to know Governor Hub' session or online at: <https://help.governorhub.com/en/articles/4787166-new-to-governorhub> By signing this document you are committing to do this with in the following 5 weeks from the date of signature (2) *DofE Recommendations 2021, Section 4.2 para 40 page 43-*

(a) [https://www.nga.org.uk/getattachment/Knowledge-Centre/Executive-leaders-and-the-governing-boards/School-leaders-and-governing-boards-what-do-we-exp/What-we-expect-4pp-\(Nov-2019WEB\)-AW.pdf?lang=en-GB](https://www.nga.org.uk/getattachment/Knowledge-Centre/Executive-leaders-and-the-governing-boards/School-leaders-and-governing-boards-what-do-we-exp/What-we-expect-4pp-(Nov-2019WEB)-AW.pdf?lang=en-GB) accessed on the web 22/07/21.

(b) Outstanding school example (O.S.E.)
<https://www.northdowns.surrey.sch.uk/page/?title=School+Governors&pid=8> accessed online 22/07/21.

- 4. support leadership development and succession planning within the School, Education Improvement Partnership and more widely within the Authority;
- 5. employing the steadfastness/self-control characteristic of the fruit of the spirit ensure that its decision- making processes are transparent.
- 6. The Governing Body will, in utilising all the characteristics of the Fruit of the Spirit (1), seek its best in aiding the wellbeing of all the staff, and as part of aiding wellbeing, seek to complete a staff and head-teacher wellbeing survey annually and in analysing the results look at how the governing body may take further steps to aid wellbeing (5).

The headteacher will:

- 1. In an attitude of kindness respect governors as volunteers who bring additional skills, experiences and perspectives and value their contribution.
- 2. work openly with the governing body and provide clear, concise and relevant information on which the Governing Body can base decisions.

3. promptly provide any reasonable information requested by the Governing Body.
4. In faithfulness, ensure appropriate paperwork (digital on Governor Hub or hard copy) is available to governors with meeting agendas.
5. Displaying kindness and goodness be approachable and accept governors' role of 'critical friend'.
6. Again showing goodness in encouraging the best outcome for the children who are 'a heritage from the Lord' (Psalm 127:3), enable all governors to be able to do their best by aiding them to become involved in the life of the school.
7. contribute to the induction, training and development of governors.

Expectations of individual governors are that they will:

1. Endorse the school vision of discovery especially as seen in Galatians ch 5: 22 & 23 (1) But the fruit of the Spirit is love, joy, peace, forbearance [patience], kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law."
2. Respect confidentiality and support corporate decisions even where they go against personal opinions;
3. In showing love act and take decisions that are in the best interests of the school and not those of self, individuals or groups.
4. Regularly attend FGB meetings with a minimum all/absence from one- Full Governing Board meetings (Where this is impossible, send apologies to the clerk, to governors or to the Chair of the meeting showing that in kindness you understand their need to know who will be able to attend the same afore mentioned meetings in the case of missing a FGB meeting any questions or observations for the FGB are expected and need to be submitted a minimum of 48 hrs prior to the FGB meeting if at all possible and be submitted to the Clerk or Chair of Governors) and 75% of all other of committee meetings that pertain to the individual Governor, and play an active part striving at all times to show the particular fruit of the spirit which is faithfulness.

Outstanding school example (O.S.E.) <https://staidansprimaryschool.org.uk/wp-content/uploads/2018/07/Gov.-code-of-practice-2019.pdf>

5. Joyfully be prepared to contribute personal skills through involving themselves in the work of appropriate committees and/or working parties.
6. prepare for meetings so that they are well informed, having as a minimum read all the digital documents in the appropriate Governor Hub folder (or hard copies if unable to access them digitally papers sent out with the agenda confirming either on Governor hub or in signing on the agenda document read prior to the meeting documents that have been read prior to the meeting.
7. Showing kindness and self-control respect the points of view of other governors even where these differ from their own.
8. In the attitude of peaceableness, gentleness and self-control raise concerns with the headteacher between meetings in a positive and constructive way.
9. Steadfastly respect the guidelines laid down for governor visits to school. It is expected that each Governor takes on at least one link Governor role, preferably in an area that interests them or they have experience of in some way. Each link Governor is expected to follow the guidelines as stipulated in the Link Governor Policy Document. Each Link Governor is expected to visit their specified Link area twice in an academic year. Once at the beginning of the year, and once at the latter part of the year. That way an informed evaluation of progression and success can be made.

10. [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/363794/RR374A - Outstanding primaries final report.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/363794/RR374A_-_Outstanding_primaries_final_report.pdf) accessed online 22/07/2021.
11. **O.S.E.** <https://www.northdowns.surrey.sch.uk/page/?title=School+Governors&pid=8> accessed online 22/07/2021).
12. Demonstrate their commitment by getting to know the school and becoming involved in school life and activities.
13. With joy support the school with parents and in the community.
14. Take a proactive approach to their own training and development.
15. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/925104/Governance_Handbook_FINAL.pdf accessed on line 22/7/21.
16. Each Governor will accept collective responsibility for all decisions made by the GB or its delegated agents. This means that I will not speak against majority decisions outside the GB meetings.
17. Governors will consider carefully how GB decisions may affect the community and other schools.
18. In endorsing our school vision statement, Governors will always be mindful of their responsibility to maintain and develop the ethos and reputation of our school and acknowledge their actions within the school and the local community will reflect this. In making or responding to criticism or complaints affecting the school they will follow the procedures established by the GB.
19. It will be taken that if a Governor drops below the expected attendance of GB meetings without having contacted the Chair of Governors with their extenuating circumstances or have not kept up to date with the expected Governor training sessions (except in extenuating circumstances which they inform the Chair of Governor - or vice Chair if Chair is not available) then a wellbeing meeting with the Chair of Governors (or Vice Chair if it pertains to the Chair) will be arranged and HR advise may need to be sought if the Governor in question does not attend or the outcome is not satisfactory. In all this those dealing with the situation will treat the Governor experiencing the difficulties with Goodness and Faithfulness.

Signed in agreement(Governor's name) _____ Date_____