

Governors' Essentials



Newsletter for Governors and Clerks

Issue 66

Date: September 2017

INDEX	Item	
Item		Contact
<ol style="list-style-type: none"> 1. Statutory guidance - Constitution of governing bodies of maintained schools 2. Department for Education (DfE) consultations 3. Ofsted updates - School Inspection update September 2017/Short inspections 4. DfE debate packs 5. Get information about schools service replaces Edubase 6. Safeguarding 7. HR updates - School Teachers' Pay and Conditions Document 2017/Central Bedfordshire Council's Discretions/HR Policy updates – Important Information/Pensions Auto-Enrolment/Childcare Voucher Scheme changes 8. Ofsted inspection of services for children in need of help and protection, children looked after and care leavers 9. Introduction from the new Deputy Director of Education & Transformation 10. Developing a vision and plan for Education in Central Bedfordshire 	<ol style="list-style-type: none"> 11. Fairfield Park Lower School's governing board has won a national award for outstanding governance 12. Publication of School Organisation Plan 2017 - 2022 13. St Mary's Church of England Academy, Stotfold – launch of retrospective consultation for expansion 14. Change of age range for Shelton and Southill Lower Schools 15. Totternhoe Lower School and Southcott Lower School – consultations launched re proposed change of age range 16. New School Places Programme – Executive approve school expansion 17. Director's meeting with Headteachers and Chairs of Governors on Wednesday 1 November 2017 18. Central Essentials 19. School Governors One Stop Shop 20. Inspiring Governance 21. Governor training programme 2017/2018 	
Item		
1	<p>Statutory guidance - Constitution of governing bodies of maintained schools The DfE has updated the guidance to include the new powers to remove elected governors - it provides suggested grounds for removal and procedural guidance (see pages 23 to 25).</p>	
2	<p>Department for Education (DfE) consultations To view all live consultations, please see the DfE's website.</p>	

<p>3</p>	<p>Ofsted updates</p> <p>School Inspection update – September 2017 The 16 page September newsletter includes the following:</p> <ul style="list-style-type: none"> • Main messages for inspectors • New, reformed GCSEs: the first year of results • ‘Gaming the system’ and examination entry patterns • The new 2017 A and AS level qualifications and results • New data tools for inspectors and schools • The new system changes for analysing data - Analyse School Performance (ASP) and other systems being developed and used in schools • The EBacc consultation – the government response <p>Short inspections Ofsted consulted on future changes to the short inspection process during the summer. Please see the link to the 21 page report called ‘Short inspections of good schools: a report on the responses to the consultation’</p> <p>In addition, Ofsted is seeking views on future changes to short inspections from January 2018 – see the link to the survey below. The closing date is 8 November 2017.</p>	<p>Sally Dakin Commissioning and Partnerships Manager School Improvement/Children's Services Tel: 0300 300 6836 Email: Sally.Dakin@centralbedfordshire.gov.uk</p>
<p>4</p>	<p>DfE debate packs The Department for Education has funded The Deliberative Classroom, a new project to support teachers to lead knowledge based discussions and debates on topical issues relating to fundamental British values, citizenship and equality. You can find a link to the materials here: https://www.teachingcitizenship.org.uk/deliberative-classroom-topical-debating-resources-and-teacher-guidance.</p>	
<p>5</p>	<p>Get information about schools service replaces Edubase Schools and academies can now search for and update their establishment details using this service, with effect from Monday 18 September 2017. Please see the following link.</p> <p>Please can all schools and academies ensure that your entry on the DfE’s database is correct for the start of this new term.</p> <p>Information regarding governors and/or trustees is still outstanding for a few schools and academies. The DfE’s requirement for the input of this data is explained on the GOV.UK website here.</p>	<p>Sue Barrow Information Manager School Organisation, Admissions & Capital Planning Tel: 0300 300 5700 Email: sue.barrow@centralbedfordshire.gov.uk</p>

6

Safeguarding

As mentioned in July's issue of Governors' Essentials, this term brings a new process for implementing section 175 of the Education Act 2002.

Section 175 states that we have a responsibility to ensure that all governing bodies of maintained schools are meeting the requirements under this legislation, please see an extract below. As an LA, we would welcome academies to be part of this process:

[Section 175 Duties of LEAs and governing bodies in relation to welfare of children](#)

- (1) A local education authority shall make arrangements for ensuring that the functions conferred on them in their capacity as a local education authority are exercised with a view to safeguarding and promoting the welfare of children.
- (2) The governing body of a maintained school shall make arrangements for ensuring that their functions relating to the conduct of the school are exercised with a view to safeguarding and promoting the welfare of children who are pupils at the school.
- (3) The governing body of an institution within the further education sector shall make arrangements for ensuring that their functions relating to the conduct of the institution are exercised with a view to safeguarding and promoting the welfare of children receiving education or training at the institution.

In order for us to fulfil this statutory duty, you will be required to complete a brief online survey. This survey is available through this [link](#).

We expect all maintained schools to complete this within six weeks to support us in fulfilling our statutory duty. We would advise that academies also complete it in the same time frame.

We are all aware of the importance of safeguarding. We must ensure that we are working together to keep children safe as outlined in the DfE's statutory guidance '[Working together to safeguard children](#)', updated in February 2017, and that as a school you adhere to the DfE's statutory guidance '[Keeping children safe in education](#)', updated in September 2016.

As well as the survey, the Safeguarding Officer will be available to carry out Safeguarding Audits. This is a half day visit followed up with a report including clear advice on future actions. The cost of this to all schools is currently £300.

Schools and academies may also access bespoke training from this officer either for whole school staff or refresher training for Designated Safeguarding Leads. These will be 2 hour sessions and will currently cost £150.

Jackie Edwards
Head of Service
Virtual School & Access & Inclusion
Tel: 0300 300 4795
Mob: 07342 091637
Email:
jackie.edwards@centralbedfordshire.gov.uk

HR updates

School Teachers' Pay and Conditions Document 2017

The School Teachers' Pay & Conditions Document 2017 has been published and can be found at <https://www.gov.uk/government/publications/school-teachers-pay-and-conditions>.

The main changes to the document can be found in **Part 1 – Pay – General** and provides for all schools to apply the below uplifts, backdated to 1st September 2017, which schools must liaise with Payroll providers to implement accordingly:

- a 2% uplift to the statutory minimum and maximum of the main pay range and;
- a 1% uplift to the minima and maxima of all other pay ranges in the national framework (including headteacher groups) and all allowances across all pay ranges

Central Bedfordshire Council's (CBC) [guidance](#) in relation to the changes to the STPCD 2017 will also be shared with the Schools' Trade Unions and will also be available on the Schools' Portal in [Chapter 3 of the Schools Personnel Management Handbook](#).

Schools may also consider whether pay increases will be applied to all other pay points rather than just the minima and maxima as outlined above and ensure that all decisions with this regard are reflected in the school's pay policy and consulted upon accordingly.

Illustrative pay tables providing modelling of three pay increase options can be found in Appendix 2 of the CBC guidance document.

Advice should be sought from your HR/Payroll providers when considering the discretionary options relating to the non-statutory pay increases and consideration should be given to the budgetary implications of any decisions made by the governing body.

Central Bedfordshire Council's Discretions

CBC can confirm that all centrally employed teaching staff will receive an uplift from 1st September 2017 as follows:

- Teachers' May Pay Range (MPR): a 2% uplift to the statutory minimum and maximum of the pay range, and a 1% uplift to all other pay points within the MPR
- All other pay ranges: a 1% uplift to **all pay points**, not just the minima and maxima

HR Policy updates – Important Information

To coincide with the new school term, the below policies for schools have been consulted upon and agreed with our recognised teaching and non-teaching trade unions:

Bronwen Anderson / Sarah Reed

HR Policy Officers

HR Policy & Implementation

Tel: Bronwen on 0300 300 6458 or Sarah on 0300 300 4338

Email:

hrrservicesschools@centralbedfordshire.gov.uk

Policy	Location
Maternity, Paternity and Family Related Leave	Schools Personnel Handbook , Chapter 3, section 3.6
Schools Statutory Service Pack	Schools Statutory Services
Employee Handbook for School Based Staff	Employee Handbook for School Based Staff

Headteachers and governors of all community and voluntary controlled schools and nurseries (and other maintained schools which adopt CBC's policies) are advised to update themselves with these documents before ensuring that each policy is formally adopted by the school and recorded in the minutes of the meeting of the governing body at which they are formally adopted.

Pensions Auto-Enrolment

Schools have been reminded that during the pensions enrolment exercise last year, some schools declared that they had workers to who the transitional delay applied (ie those who commenced prior to 1st April 2013).

As the transitional delay ends on 30th September, we have contacted those affected schools direct to notify them that auto-enrolment for those transitional delayed workers must take place as at 1st October 2017.

This will apply to all maintained community, voluntary controlled, community special or maintained nursery schools as they are subject to CBC's staging date. Guidance and template letters have been provided to schools to support them and their payroll providers with this process.

Childcare Voucher Scheme changes

Schools have been informed of the Government changes to the existing childcare scheme arrangements. Under these changes, an employer-based childcare voucher scheme will be closed to new entrants from April 2018. This is because of the new tax-free childcare scheme introduced by the Government where parents create their own online account and for every £8 they contribute, the Government will contribute £2.

For more information on the new Government scheme and their calculator, please click [here](#).

<p>8</p>	<p>Ofsted inspection of services for children in need of help and protection, children looked after and care leavers</p> <p>Our Ofsted inspection report was published on 25 August 2017 with the overall rating for Children’s Services in Central Bedfordshire as ‘Good’.</p> <p>We are delighted with the outcome of the inspection which places us in the top 31% nationally and as one of only four Councils in the region graded as Good.</p> <p>I believe the inspection is a fair reflection of our services and recognises the high quality work carried out by our teams. There are learning points for us, many of which we have been able to respond to immediately and we remain resolute in our drive to achieve the best outcomes for all children in Central Bedfordshire.</p> <p>Ofsted recognised that “partnership working in the area is strong” and that “Senior managers and leaders have a clear sense of vision and purpose.”</p> <p>I am proud of the recognition that we are creating an environment in which good social work can flourish and the way in which our Children in Care Council is making a real difference.</p> <p>A copy of the Executive Summary of the report can be found here and a link to the full report below. I have also included a link to a video created by members of our Children in Care Council that includes their views on the Ofsted report.</p> <p>https://reports.ofsted.gov.uk/local-authorities/central-bedfordshire</p>	<p>Sue Harrison Director of Children’s Services Tel: 0300 300 4229 Mob: 07391 412686 Email: sue.harrison@centralbedfordshire.gov.uk</p>
<p>9</p>	<p>Introduction from the new Deputy Director of Education & Transformation</p> <p>Welcome back to the start of what I am sure will be a busy but productive autumn term. I hope you all managed to have some rest and relaxation over the summer, though I know many, if not all of you will have spent some of that time planning for the start of the next academic year. Many thanks for all your hard work in continuing to support children across Central Bedfordshire.</p> <p>I wanted to write a few words to introduce myself having taken up my new role as Deputy Director of Education and Transformation at CBC in late July. I have taken over a broad portfolio including our work with schools on school improvement including our schools causing concern programme, access and inclusion; safeguarding; school place planning/admissions, the virtual school as well as our workforce development; commissioned services; music service, and youth support services.</p>	<p>Leo Jones Deputy Director, Education and Transformation Tel: 0300 300 4218 Email: Leo.Jones@centralbedfordshire.gov.uk</p>

	<p>All of us very busy but I am very keen to spend as much time as possible to meet with many of you over the course of the next few months to ensure that we develop a collaborative way of working.</p> <p>I am aware there is some very positive partnership work taking place but also some key challenges that will need to be overcome. I had a positive meeting with the chairs of our cluster meetings this week where these challenges were openly discussed and a key ambition of mine is that we work as collaboratively as we can with all schools across Central Bedfordshire in delivering the best outcomes for all of our children.</p> <p>I look forward to working alongside you over the coming months to provide the best possible future for children in our area and thank you again for your dedication and hard work in what can, I know feel at times like an unforgiving role but in itself brings great rewards when we see our children safe, happy and achieving.</p>	
10	<p>Developing a vision and plan for Education in Central Bedfordshire</p> <p>I wanted to update you on some work we are about to start with schools to understand your future plans, to inform our own vision for the future of education across Central Bedfordshire. As you are probably aware, Central Bedfordshire is expected to experience significant growth over the next 10 -15 years which is illustrated in our current Local Plan which is proposing between 20,000 and 30,000 new homes. We therefore need to start planning now for how the education system in Central Bedfordshire can accommodate this increase in pupils, aligning this to our local plan and crucially focusing on improving attainment for all.</p> <p>To do so, we have commissioned an external company to work alongside the council and local schools, to help develop draft locality plans demonstrating how we could meet the additional places required and the form the educational provision may need to take, to move this forward. This information will help us develop a potential roadmap for each of the seven cluster areas which will help us to see where the council can support schools to deliver their changes, explore opportunities for change and identify any further areas for consideration. There would then follow a period of co-ordinated consultation if any changes are proposed.</p> <p>We are at a very early stage in this review process, no decisions have been made about future changes. I want to make sure you are fully involved in this work and we will share the findings from the work with schools in the Spring 2018. I also intend to ensure the School Clusters and the Partnership Vision for Education Board are kept both fully informed during this process but also have some key oversight and influence in the work as it is developing. I met with the Headteachers who are currently chairing our School Clusters this week to talk this through with them.</p>	<p>Leo Jones Deputy Director, Education and Transformation Tel: 0300 300 4218 Email: Leo.Jones@centralbedfordshire.gov.uk</p>

	<p>Please see the fuller briefing note on this work and I will ensure a timeline of engagement with schools is sent out in the coming weeks. We will also seek to develop a 'Frequently Asked Questions' sheet to aid communication about this work.</p> <p>If you have any questions in the meantime please do not hesitate to contact Sue Barrow, Information Manager on Tel: 0300 300 5700 (Monday – Thursday), who will try to answer any initial queries you have.</p>	
11	<p>Fairfield Park Lower School's governing board has won a national award for outstanding governance</p> <p>Governors from the school in Dickens Boulevard, Fairfield, received their prize at the National Governance Association's Outstanding Governance Awards held at the Terrace Pavilion, in the House of Commons, on the afternoon of Tuesday 5 September 2017.</p> <p>Fairfield Park was one of seven shortlisted schools in the Outstanding Governance in a Single School category.</p> <p>With judges Duncan Haworth and Siddique Hussain highly impressed by the governors' vision and ethos since the school opened in 2007, Fairfield Park was named as one of three joint winners, alongside Millennium Primary School, in Greenwich, and Sir John Barrow School, in Cumbria. They were presented with the award by Lord Nash, Parliamentary under Secretary of State for the School System with ministerial responsibility for school governance.</p> <p>The award was given to schools' governing bodies which have improved significantly over time, successfully overcome challenging circumstances or financial difficulties, successfully led a specific change that had an impact on the school and/or contributed to improvement in the wider schools' sector.</p> <p>Praising the governing body from Fairfield Park Lower, judges said that since the school opened in 2007, "The governing board has developed a vision and ethos by working collaboratively with the local community and the local authority. The headteacher is a National Leader of Education and the chair is a National Leader of Governance.</p> <p>"Since the school opened the governing board has also evolved. It has developed processes and procedures to keep informed about the school. The governors' annual plan is a key document providing the framework and agenda for meetings".</p> <p>Sue Howley MBE, who has been Chair of Governors at Fairfield Park Lower since the school opened, said: "No one becomes a governor to win plaudits and awards but we are delighted that the efforts and commitment of the governing board have been recognised.</p>	

	<p>We have high expectations of our governors and have a professional approach to recruitment and training.</p> <p>“It has always been our aim to provide the best possible opportunities for the families and children of our community and have lobbied hard for growth and facilities to ensure that they have a great start to school and their learning.</p> <p>“We had a great afternoon at the House of Commons and Duncan Howarth said some great things about the governing board. What a fantastic endorsement of our governing board – and we also have a trophy for the cabinet and a certificate to display.”</p> <p>Headteacher Jenny Stone said: “Governors work with me to ensure that everything we do is outstanding. They have a clear vision and are committed to the success of the school and its children, providing me with terrific support to continue to grow the school, innovate and continually improve the learning journey for all. The board also has regard for my work-life balance by ensuring that I have dedicated management time and taking the time to discuss my well-being.”</p> <p>Councillor Steven Dixon, Executive Member for Education and Skills, said: “Huge congratulations to the governing board at Fairfield Park Lower for their national recognition. I am well aware of the excellent work which goes on at the school and this award is richly deserved.</p> <p>“Governors play a vital role to ensure that schools maintain high standards as well as doing things like managing budgets, overseeing the curriculum and appointing staff”.</p>	
<p>12</p>	<p>Publication of School Organisation Plan 2017 - 2022 The 2017 version of the Central Bedfordshire School Organisation Plan is now available online here.</p> <p>This document is updated annually and sets out the pupil forecasts for the next 5 years and the projects completed and planned within each planning area.</p> <p>If you require any additional information regarding this plan, please contact me.</p>	<p>Kate Philpot, Principal Assistant (School Places) School Organisation, Admissions & Capital Planning Tel: 0300 300 5575 Email: kate.philpot@centralbedfordshire.gov.uk</p>
<p>13</p>	<p>St Mary’s Church of England Academy, Stotfold – launch of retrospective consultation for expansion St Mary’s Church of England Academy, Stotfold was expanded, under the Council’s New School Places programme, with effect from September 2015.</p>	<p>Sue Barrow Information Manager School Organisation, Admissions & Capital Planning Tel: 0300 300 5700 Email: sue.barrow@centralbedfordshire.gov.uk</p>

	<p>At the time that the expansion was considered and approved by the Council (in December 2013), the expansion was not classified as a 'significant enlargement' under the DfE's criteria and, therefore, a consultation for the proposal was not required.</p> <p>The expected increase in demand for places at the academy was delayed due an Ofsted down grading, however, demand has recently increased and the academy has applied to the Education & Skills Funding Agency (ESFA) for an increase in their funding agreement.</p> <p>Under the DfE's revised criteria (published in March 2016), the expansion of the school and increase in pupil numbers are now classed as a 'significant change' and the ESFA has confirmed that it requires a consultation to be carried out for the expansion.</p> <p>The academy has, therefore, launched the required consultation and responses are needed by 13 October 2017.</p> <p>The consultation document, in which the academy has attempted to clarify the reason for its retrospective launch, is available on the academy's website.</p>	
14	<p>Change of age range for Shelton and Southill Lower Schools The governing body of the Shelton and Southill School Federation is working towards a change of age range for both schools.</p> <p>Shelton Lower is a Foundation school, for which governing bodies are able to propose and subsequently determine a change of age range of up to 2 years without the need to follow a statutory process. Following a consultation by the governing body during June and July 2017 the change, from 3-9 years to 2-9 years, was approved and came into effect from September 2017.</p> <p>Southill Lower is a community school and a change of age range for a community school can only be formally proposed and determined by the local authority via a statutory process. The governing body carried out a preliminary consultation for the proposed change from 4-9 to 2-9 years and we are awaiting a request to the Council to consider its proposal and commence the statutory process.</p> <p>A summary of all school changes of age range is available on the Council's website here.</p>	<p>Sue Barrow Information Manager School Organisation, Admissions & Capital Planning Tel: 0300 300 5700 Email: sue.barrow@centralbedfordshire.gov.uk</p>
15	<p>Totternhoe Lower School and Southcott Lower School – consultations launched re proposed change of age range A consultation has been launched by Totternhoe Lower School regarding a proposal to change the age range of the school from 2 - 9 years to 2 - 11 years, from lower to primary, with effect from September 2019.</p>	<p>Sue Barrow Information Manager School Organisation, Admissions & Capital Planning Tel: 0300 300 5700</p>

	<p>Although Totternhoe Lower School is currently a community school, the school is working towards joining the Diocese of St Albans Multi Academy Trust and the proposed change, therefore, will be determined by the Education & Skills Funding Agency. The consultation closes on 10 November 2017.</p> <p>Southcott Lower School, Linslade has launched a preliminary consultation for a proposed permanent change of age range from 4-9 years to 2-9 years. The school has been admitting children below its age range on a temporary basis and is now proposing to make the change permanent. Southcott Lower is a community school - this consultation is the first part of a two stage consultation process and the change will ultimately be determined by the Council.</p> <p>The consultation closes on 23 October 2017.</p> <p>A summary of all of the school age range changes within Central Bedfordshire, both proposed and approved, is available on our website here.</p>	<p>Email: sue.barrow@centralbedfordshire.gov.uk</p>
<p>16</p>	<p>New School Places Programme – Executive approve school expansion On 1 August 2017, the Council’s Executive gave its support for the expansion of Holywell Church of England School (academy), Cranfield from 5 forms of entry to 6 forms of entry, increasing the capacity of the academy from 600 places to 720 places from September 2018.</p> <p>The expansion of the academy is subject to planning permission and also permission from the Regional Schools Commissioner.</p>	<p>Sue Barrow Information Manager School Organisation, Admissions & Capital Planning Tel: 0300 300 5700 Email: sue.barrow@centralbedfordshire.gov.uk</p>
<p>17</p>	<p>Director’s meeting with Headteachers and Chairs of Governors on Wednesday 1 November 2017 The next meeting for headteachers and chairs of governors (or designated representatives) will be held at The Rufus Centre, Steppingley Road, Flitwick, MK45 1AH from 2.00 pm to 4.30 pm.</p> <p>Places can be booked by sending an email to Joanna.Brown@centralbedfordshire.gov.uk or by telephoning 0300 300 6598.</p>	
<p>18</p>	<p>Central Essentials Central Essentials (CE) is the newsletter emailed to schools on a weekly basis. Some of the information included in CE is also repeated in Governors’ Essentials. CE can be accessed on the Schools’ Portal.</p>	

19	<p>School Governors One Stop Shop (SGOSS) SGOSS is a free online governor recruitment service which means schools/academies can register their governor vacancies direct.</p> <p>Signing up with SGOSS allows you to create a school profile, add/remove/edit your vacancies, list any specific skills requirements, and gain access to additional resources and guidance to help with staff and parent vacancies.</p>	
20	<p>Inspiring Governance Inspiring Governance is an online recruitment service, connecting volunteers with governing boards in schools and colleges. It is funded by Government. If you have vacancies on your board, register them here.</p>	
21	<p>Governor training programme 2017/2018 Details of the new governor training programme are now available and information regarding courses available in October and November 2017 can be found below:</p> <p>October</p> <ul style="list-style-type: none"> • GT58 - Induction session 1 on 2 October 2017 at Central Bedfordshire Council offices, Chicksands from 6.00 pm to 9.00 pm • GT62 - Ofsted update on 3 October 2017 at Central Bedfordshire Council offices, Dunstable from 6.30 pm to 9.00 pm • GT46 - Governors' monitoring visits on 4 October 2017 at Central Bedfordshire Council offices, Chicksands from 6.30 pm to 9.00 pm • GT59 - Induction session 2 on 9 October 2017 at Central Bedfordshire Council's offices, Chicksands from 6.00 pm to 9.00 pm • GT89 - Understanding the roles and responsibilities of an academy governor on 10 October 2017 at Central Bedfordshire Council's offices, Dunstable from 6.30 pm to 9.00 pm • GT52 – Improving attendance and reducing the need to exclude on 11 October 2017 at Central Bedfordshire Council's offices, Dunstable from 6.30 pm to 9.00 pm • GT44 – Finance for maintained schools on 12 October 2017 at Central Bedfordshire Council's offices, Chicksands from 6.30 pm to 9.00 pm • GT74 - SEND/vulnerable learners on 16 October 2017 at Central Bedfordshire Council's offices, Chicksands from 6.30 pm to 9.00 pm • GT39 – Appraisal of the headteacher's performance (re-arranged) on 17 October 2017 at Astral Park, Leighton Buzzard from 6.30 pm to 9.00 pm • GT80 - Taking the chair 2 (two of three sessions) on 18 October 2017 at Central Bedfordshire Council offices, Dunstable from 6.30 pm to 9.00 pm 	<p>Joanna Brown Commissioning and Partnerships Officer Tel: 0300 300 8105/6598 Email: gov.training@centralbedfordshire.gov.uk</p>

November

- GT65 – Promoting British Values through SMSC on 14 November 2017 at Central Bedfordshire Council’s offices, Dunstable from 6.30 pm to 9.00 pm
- GT67 – Pupil Premium and other funding on 15 November 2017 at Central Bedfordshire Council’s offices, Dunstable from 6.30 pm to 9.00 pm
- GT69 – Recruiting and appointing a new school leader on 22 November 2017 at Central Bedfordshire Council’s offices, Chicksands from 6.30 pm to 9.00 pm
- GT81 - Taking the chair 3 (final of three sessions) on 23 November 2017 at Central Bedfordshire Council offices, Dunstable from 6.30 pm to 9.00 pm
- GT54 – Induction (whole day) on 27 November 2017 at Central Bedfordshire Council’s offices, Chicksands from 9.30 am to 3.30 pm

Course Cost:

Free to subscribing governing bodies

Ad hoc

Schools	Academies
£105 per session	£115 per session
£158 per half day session	£173 per half day session
£315 for a whole day course	£345 for a whole day course

To book a place/places, please contact Joanna Brown by emailing gov.training@centralbedfordshire.gov.uk.