

# Governors' Essentials



## Newsletter for Governors and Clerks

Issue 72

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<p>1. Department for Education (DfE) consultations</p> <p><a href="#">School exclusions review: call for evidence</a></p> <p>The DfE is seeking views and evidence on school exclusion practice in England as part of a review of school exclusions. The review will consider the exclusion of groups of pupils that are identified in the national data as more likely to be excluded. For example, those ethnic groups highlighted in the Ethnicity Facts and Figures website; pupils who are eligible for free school meals, or have been eligible for free school meals in the last six years; pupils with special educational needs; looked after children; and children in need.</p> <p><b>Closing date is 6 May 2018.</b></p> <p>To view all live consultations, please see the DfE's <a href="#">website</a>.</p>	

## 2. Ofsted updates

### [School inspection update March 2018](#)

These updates contain information and guidance about Ofsted's inspection work in schools. In the March issue, Ofsted has provided:

- clarification on inspecting 'non-exempt' schools and 'exempt' schools
- guidance on gathering data from schools and completing evidence forms
- guidance on inspecting schools designated as having a religious character
- clarification of the 'coasting' definition and middle schools
- information on:
  - Gypsy, Roma and Traveller pupils
  - the careers statutory guidance for schools
  - the revised teacher assessment frameworks for 2018/19

### [School inspection handbook](#)

Paragraph 17 in the handbook has been amended to clarify the position for inspecting exempt schools.

### **HMCI's speech**

Ofsted Chief Inspector Amanda Spielman spoke at the Association of School and College Leaders (ASCL) conference on Saturday 10 March 2018 and covered a range of areas including noting the ASCL's commission on ethical leadership with its emphasis on making sure school leaders make the right decisions, for the right reasons and acknowledging the importance of the curriculum of which she said "For too long, the curriculum – the thing that should lie at the heart of educational thinking – has come second to the pressures of accountability and performance tables"....."I think that Progress 8, new SATs, GCSEs and A-Levels are broadly good things. But I do maintain that success in these measures should flow from a rich curriculum, rather than tests of all kinds and performance tables dictating the curriculum itself".

Other key points raised in the [speech](#) included:

- Ofsted does not expect schools to undertake any special preparation, such as "Ofsted-ready files" or "mocksteds"
- From initial feedback, Ofsted feels that recent changes to short inspection are working well
- Schools will no longer be automatically judged 'inadequate' if inspectors find that they 'require improvement' for the third inspection in a row

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	<ul style="list-style-type: none"> <li>• Ofsted has taken a new approach to safeguarding and ‘moved away from a compliance approach’. Inspectors will be looking to see if a ‘good safeguarding culture runs throughout the school’ rather than, for example, commenting on the height of fences</li> <li>• Inspectors have stopped reporting on performance management arrangements. They are not requesting anonymised lists of teachers who did or didn’t achieve an increment on the pay scale</li> <li>• Inspectors will now use data as the starting point, not as the end point, for inspection. As such, Ofsted has redesigned inspection data reports to reduce the likelihood of over-interpretation, re-trained inspectors and is operating a new analyst helpdesk to support inspectors</li> <li>• A new question has been added to Ofsted’s staff questionnaire on whether school leaders take workload into account when developing new policies and procedures</li> <li>• Ofsted is developing a new education inspection framework for 2019 to ensure that ‘the framework explores the things that either give a good judgement of educational effectiveness or are vital to young people’s development’</li> </ul>	
<p><b>3.</b></p>	<p><b>Being Strategic: A guide for governing boards</b>  Ensuring clarity of vision and strategic direction is one of the three core functions of governing boards.</p> <p>To assist governors and trustees in their strategic role, the National Governance Association (NGA) and Wellcome have published <a href="#">Being Strategic: a guide for governing boards</a>, three years after the original guide – <a href="#">a Framework for Governance</a> – was released.</p>	
<p><b>4.</b></p>	<p><b>Getting the right people around the table</b>  The NGA has updated and relaunched its guide ‘<a href="#">the right people around the table</a>’ which is designed to support governing boards in recruiting and retaining skilled governors or trustees.</p> <p>There are five chapters comprising:</p> <ul style="list-style-type: none"> <li>• Evaluating - skills, composition and current practice</li> <li>• Recruiting - attracting good candidates</li> <li>• Appointing - interviewing and references</li> <li>• Inducting - training and support</li> <li>• Succession planning - moving on and ensuring leadership</li> </ul>	

## 5. HR updates

### **NJC Pay Award 2018 – 2020 negotiations update and information regarding National Living Wage (NLW)**

The National Employers' Organisation for Local Government recently made a final two-year pay offer to the Unions covering the period 1 April 2018 to 31 March 2020, which consisted of a 2% wage rise next April for the majority of council and school support staff currently on SCPs 20 and above and a further 2% in April 2019 with those on lower salaries (SCP 6 -19) receiving higher increases.

As a result of the proposal and the fact that higher increases are proposed for scale points 6-19, it is estimated that this will result in the following increases to schools' pay bills for support staff:

18/19 3.978%

19/20 3.928%

**Total: 7.906% over 2 years**

Of the three Unions recognised within this negotiation:

- GMB balloted their members who unequivocally accepted the offer
- UNISON balloted their members and have not confirmed their position but are currently consulting with their local branches
- UNITE have rejected the offer

Whilst discussions are continuing between the National Employers and Unions to seek a joint agreement, it is unlikely that more information will be known for another few weeks. As soon as we receive a further update regarding the pay award, further information will be provided.

### **National Living Wage - Urgent Action Required**

In the meantime, as a result of an increase to the National Living Wage (NLW) to £7.83 from the 1<sup>st</sup> April 2018, the hourly rate for staff paid on NJC Scale pt 6 on the 1<sup>st</sup> April 2018 onwards **must** be increased to £7.83 to ensure you comply with the National Living Wage (NLW). The current hourly rate of SCP6 is £7.78 so this represents a 5 pence per hour increase ahead of any further increase as a result of the NJC pay offer.

### **Further information for 2019/20**

The National Employers' proposals also include a revamp of National Joint Council pay scales that would be effective from April 2019 and introduces new scale points and pay differentials between points.

	<p>Should the proposals be agreed by the Unions, this will lead to the Council reviewing the Schools NJC Pay scales and levels to be effective from 1<sup>st</sup> April 2019.</p> <p>As such, we will provide further information on this as soon as it is known and work with schools and their payroll providers ahead of April 2019.</p> <p><b>Financial Planning</b> To support your financial planning for the proposed pay award, please see a <a href="#">draft pay scale</a>, however, please be mindful this is subject to the agreement of the Unions.</p> <p>Should you have any concerns relating to these negotiations, please raise them direct with your local UNISON and GMB representatives.</p> <p><b>Local Government Association Teachers' Pensions' Bulletin 55</b> Schools were encouraged to review and share with their teaching staff the latest Teachers' Pensions' Bulletin (issue 55) which can be accessed <a href="#">here</a>.</p> <p><b>Employer-based childcare voucher schemes no longer closing to new entrants in April 2018</b> Following the recent article in relation to employer-based childcare voucher schemes no longer being able to accept new entrants from April 2018, it was announced on the 14<sup>th</sup> March 2018 that this is no longer going to be the case.</p> <p>Following concerns that have been raised in relation to the new Tax-Free Childcare Scheme, the Democratic Unionist Party (DUP) has intervened and sought agreement from the Education Secretary that the closure of employer-based childcare voucher schemes will be delayed for a period of six months to ensure that the areas of concerns can be addressed.</p> <p>As such, employees are able to continue to sign-up for employer-based childcare voucher schemes until early December.</p> <p>Further communications in relation to this process will be provided towards the end of the 6-month delay period.</p>	
6.	<p><b>Briefing for Headteachers and Chairs of Governors held on 1st March 2018</b> Please see the <a href="#">presentation</a> from the session yesterday at The Rufus Centre. I appreciate the difficulties given the weather so a big thank you to those who managed to make it through and I do hope you all got home safely.</p>	<p><b>Leo Jones</b> <b>Deputy Director for Education and Transformation</b> <b>Children's Services</b> <b>Tel: 0300 300 4218</b> <b>Email: <a href="mailto:leo.jones@centralbedfordshire.gov.uk">leo.jones@centralbedfordshire.gov.uk</a></b></p>

	<p>We covered a number of areas which included continuing to build our strategy around 'Diminishing the Difference' which included an inspirational input from Dr Kulvarn Atwal from 'The Thinking School' in Redbridge. His slides are included in the <a href="#">presentation</a> and the feeling in the room was his input was really helpful bringing research and practice to life in this area in a large primary school. You will see from the presentation the fantastic impact the school is having for all pupils. Dr Atwal has agreed to engage in an online debate and video interactive sessions with his teachers so we will let you know of further details in the near future.</p> <p>I would urge all of you to take the learning from this session as well as the input from Mick Waters and consider in your clusters the techniques we can adopt and share to help us realise our ambitions of demolishing this difference in Central Bedfordshire.</p>	
<p>7.</p>	<p><b>Standing Advisory Council on Religious Education (SACRE) - Annual Report 2016-17</b>  All schools in Central Bedfordshire have now been sent an electronic copy of the SACRE Annual report with hard copies to follow. This report summarises the work of SACRE and should be made available to staff and governors.</p> <p>SACRE meetings are scheduled on a termly basis and their purpose is "To advise the local authority on matters related to Religious Education and collective worship in schools". One of the responsibilities of the group is to publish and share an annual report to reflect its work across the previous year. The report includes:</p> <ul style="list-style-type: none"> <li>• An opening message from Jane Chipperton who is Chairperson for SACRE and St Albans Diocesan RE, Collective Worship and SIAMS Adviser</li> <li>• The names of the members of the group who represent different faith groups, the Church of England, schools, elected members and officers</li> <li>• Religious Education GCSE, AS and A level results from 2017</li> <li>• The ongoing review of the LA Agreed Syllabus</li> <li>• The focus upon the review of Spiritual, Moral, Social and Cultural (SMSC) comments from school Ofsted reports</li> <li>• The development plan which identifies the priorities for the year and which is reviewed at each termly meeting</li> <li>• A summary of the work of the RE Professional Study Group</li> <li>• Recent foci and training opportunities for teachers</li> </ul> <p>We hope you will find the report to be interesting and informative.</p>	<p><b>Paul Harpin</b>  <b>School Improvement Consultant linked to SACRE</b>  Email: <a href="mailto:Paulharpinuk@yahoo.co.uk">Paulharpinuk@yahoo.co.uk</a></p>

8.	<p><b>Central Essentials</b> 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 <a href="#">Schools' Portal</a>.</p>	
9.	<p><b>Governors for Schools (formerly SGOSS)</b> <a href="#">Governors for Schools</a> is a free, online governor recruitment service which has 'access to a wide talent pool of skilled volunteers from big name organisations'.</p> <p>The vacancy form allows schools to specify exactly the skill set required and Governors for Schools introduces schools to candidates matching those requirements.</p> <p>Governors for Schools brokers the relationship with potential governors on schools' behalf, saving schools valuable time and ensuring that volunteers are prepared for the role.</p>	
10.	<p><b>Inspiring Governance</b> <a href="#">Inspiring Governance</a> is a free, online service that connects schools and trusts in England with skilled volunteers.</p>	
11.	<p><b>Development for Clerks - Level 3 Certificate in Clerking of School and Governing Boards</b> The National Governance Association (NGA) Leading Governance <a href="#">Development for Clerks programme</a> is designed for new and experienced clerks currently working in all school and trust settings. It will help to develop the knowledge and skills needed for high-quality clerking.</p> <p>The programme offers a blend of flexible learning over approximately a nine month period. Participants will attend workshops and access one-to-one mentoring throughout the duration of this programme. Learning will be both group-led and independent.</p> <p><a href="#">Available cohorts.</a></p>	
12.	<p><b>Governor training programme 2017/2018 – courses available in May and June</b> Please see the details of the <a href="#">governor training programme</a> and information regarding courses available in May and June 2018 can be found below:</p> <p><b>May</b></p> <ul style="list-style-type: none"> <li>• GT64 – Ofsted update on 1 May 2018 at Central Bedfordshire Council's offices, Chicksands from 10.00 am to 12.30 pm</li> </ul>	

- GT61 – Induction session 2 on 3 May 2018 at Central Bedfordshire Council’s offices, Dunstable from 6.00 pm to 9.00 pm
- GT66 – Promoting British Values through SMSC on 8 May 2018 at Central Bedfordshire Council’s offices, Chicksands from 6.30 pm to 9.00 pm
- GT73 – Safeguarding/child protection on 15 May 2018 at Central Bedfordshire Council’s offices, Chicksands from 6.30 pm to 9.00 pm
- GT88 - Understanding performance data lower on 16 May 2018 at Central Bedfordshire Council’s offices, Dunstable from 6.30 pm to 9.00 pm
- GT56 – Induction (whole day) on 21 May 2018 at Central Bedfordshire Council’s offices, Chicksands from 9.30 am to 3.30 pm

**June**

- GT57 – Induction (whole day) on 7 June 2018 at Central Bedfordshire Council’s offices, Chicksands from 9.30 am to 3.30 pm
- GT51 – Health and Safety in a school/academy setting on 11 June 2018 at Central Bedfordshire Council’s offices, Chicksands from 6.30 pm to 9.00 pm
- GT68 – Pupil Premium and other funding on 12 June 2018 at Central Bedfordshire Council’s offices, Chicksands from 6.30 pm to 9.00 pm
- GT90 – Understanding the roles and responsibilities of an academy governor on 13 June 2018 at Central Bedfordshire Council’s offices, Chicksands from 10.00 am to 12.30 pm
- GT48 – Governors’ monitoring visits on 18 June 2018 at Central Bedfordshire Council’s offices, Dunstable from 6.30 pm to 9.00 pm
- GT78 – Support and challenge on 22 June 2018 at Central Bedfordshire Council’s offices, Chicksands from 10.00 am to 12.30 pm
- GT40 – Appraisal of the Headteacher’s performance on 25 June 2018 at Central Bedfordshire Council’s offices, Chicksands from 6.30 pm to 9.00 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](mailto:gov.training@centralbedfordshire.gov.uk).



**On-line learning**

For subscribing governing bodies, governors have access to a suite of **on-line learning** through [Learning Link](#) (which is provided by the National Governance Association). As it is e-learning, governors have the flexibility to complete the modules at a time that suites them and as progress can be saved, the courses can be completed in 'bitesize chunks'.