

CATHOLIC MULTI ACADEMY TRUSTS: GOVERNOR TRAINING

The new CMAT governance and accountability framework places new responsibilities on LGBs with the expectation that governors will be focused on the core role of school standards, developing the Catholic Life of the school and engagement with local communities.

It is important that governors are supported to ensure they are comfortable in their new role and can be as effective as possible.

Therefore before the new Trusts go live on 1st September 2018 all governors will have an opportunity to attend training on the new governance arrangements and explore the key aspects of the role in sessions tailored to our new governance arrangements and delivered by an external training organisation and led by National Leaders of Governance.

Phase 1 of the training will be to deliver sessions to **Chairs of Governors** and, in recognition of their key relationship, also to **Clerks to Governors**. We are asking that schools establish who their Chairs will be for the academic year 1st September 2018 to August 2019 so that they can commit to the training.

Phase 2 will focus on **Vice Chairs** and '**Diocesan Leaders of Governance (DLGs)**'. To develop capacity within our governors to be part of a self-supporting governance system we propose to recognise our outstanding governors and support them to promote and develop excellence in governance across other schools in the Diocese. NRCDES and the new CMATs will provide the DLGs with access to training and development support and an annual budget for them to use to support work with governors in other schools. DLGs will be experienced governors with a record of making a strong contribution to improving governance in schools and a willingness to give their time to support others.

More information on the role of the DLG is being developed. At this stage we are asking for governors to consider if they wish to nominate themselves as a prospective DLG. We will come back to you and ask if you wish to make a firm commitment to being a DLG after the training.

Phase 3 will be for **all remaining governors** and those **new to governance** (those yet to be appointed and due to take up post in September 2018).

Phase 1 – March 2018

A 3 hr session for Clerks and Chairs of Governors on:

- the new governance arrangements – including role of the Board and Members and the Scheme of Delegation
- expectations of the roles of the governor, Chair and Clerk, the importance of the roles and how they can be effective in their roles and the skills needed to do it well
- the cycle of the year and arrangements in the new Trust for meeting scheduling and agenda setting
- The components of good meetings and what to do when it isn't working
- reporting and communications and managing disagreements in the new CMAT between LGBs and the Trust Board

Details of sessions available:

| | Date | Time | Venue (*) |
|----------------------|------------------------------------|-------------|--|
| Derby /Burton (1) | Monday 5 th March | 1-4pm | The Diocesan Centre, Mackworth, Derby DE22 4BD |
| Derby/Burton (2) | Monday 5 th | 5-8pm | The Diocesan Centre, Mackworth, Derby DE22 |

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| | March | | 4BD |
| Leicester | Tuesday 6 th March | 9am- 12 noon | Christ the King Primary School, Leicester, LE3 6DF |
| Loughborough | Tuesday 6 th March | 5-8pm | Sacred Heart Parish Centre 203 Park Road, Loughborough LE11 2HE |
| Nottingham | Wednes day 7 th March | 9am – 12 noon | The Becket School, The Becket Way West Bridgford, Nottingham NG2 7QY |
| Mansfield | Wednes day 7 th March | 5-8pm | All Saints School, Broomhill Lane Mansfield NG19 6BW |
| Lincoln | Tuesday 13 th March | 9am – 12 noon | Parish Centre of Our Lady of Lincoln Church, Laughton Way, Lincoln LN2 2HE |
| Scunthorpe | Tuesday 13 th March | 5-8pm | St Bede's School, Collum Ave, Scunthorpe DN16 2TF |
| High Peak | Wednes day 14 th March | 5-8pm | St Philip Howard Academy, Sunlaws Street, Glossop SK13 8DR |

Phase 2 – April/May 2018

A day long (6hr) training session for Vice Chairs and prospective DLGs. This will cover:

- Governance and accountability framework in the new CMAT
- The core functions of governance in a Catholic school
- Monitoring the school development plan, effective school visits and ensuring resources are used effectively
- Making a difference to governance and the role of the DLG

Details of sessions available:

| | Date | Time | Venue (*) |
|----------------------|------------------------------------|---------------|---|
| Leicester | Tuesday 10 th April | 9.30- 4.30 | Holy Cross School, Stonesby Ave, Leicester, LE2 6TY |
| Derby /Burton (1) | Thursday 12 th April | 9.30- 4.30 | The Diocesan Centre, Mackworth, Derby DE22 4BD |
| Loughborough | Monday 16 th April | 9.30- 4.30 | Sacred Heart Parish Centre 203 Park Road, Loughborough LE11 2HE |
| Nottingham | Thursday 26 th April | 9.30- 4.30 | The Becket School, The Becket Way West Bridgford, Nottingham NG2 7QY |
| Mansfield | Thursday 3 rd May | 9.30- 4.30 | All Saints School, Broomhill Lane, Mansfield NG19 6BW |
| Derby/Burton (2) | Thursday 10 th May | 9.30- 4.30 | The Diocesan Centre, Mackworth, Derby DE22 4BD |
| High Peak | Tuesday | 9.30- | St Philip Howard Academy, |

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| | 15 th May | 4.30 | Sunlaws Street, Glossop SK13 8DR |
| Lincoln | Thursday 17 th May | 9.30- 4.30 | Parish Centre of Our Lady of Lincoln Church, Laughton Way LN2 2HE |
| Scunthorpe | Tuesday 22 nd May | 9.30- 4.30 | St Bede's School, Collum Ave, Scunthorpe DN16 2TF |

Phase 3 – June 2018

A day long (6hr) training session for remaining governors, those appointed in last 6 months or due to take up post in September 2018. This will cover:

- Governance and accountability framework in the new CMAT
- The core functions of governance in a Catholic school

Details of sessions available:

| | Date | Time | Venue |
|---------------|------------------------------------|---------------|---|
| Derby /Burton | Wednesday 13 th June | 9.30- 4.30 | The Diocesan Centre, Mackworth DE22 4BD |
| High Peak | Tuesday 19 th June | 9.30- 4.30 | St Philip Howard Academy, Sunlaws Street, Glossop SK13 8DR |
| Leicester | Wednesday 20 th June | 9.30- 4.30 | Christ the King Primary School, Leicester, LE3 6DF |
| Loughborough | Thursday 21 st June | 9.30- 4.30 | Sacred Heart Parish Centre 203 Park Road, Loughborough LE11 2HE |
| Lincoln | Tuesday 26 th June | 9.30- 4.30 | Parish Centre of Our Lady of Lincoln Church Laughton Way, Lincoln LN2 2HE |
| Scunthorpe | Thursday 28 th June | 9.30- 4.30 | St Bede's School, Collum Ave, Scunthorpe DN16 2TF |
| Nottingham | Thursday 5 th July | 9.30- 4.30 | The Becket School, The Becket Way West Bridgford, Nottingham NG2 7QY |
| Mansfield | Wednesday 11 th July | 9.30- 4.30 | All Saints School, Broomhill Lane, Mansfield NG19 6BW |

Phase 4 - September 2018 onwards

Follow on training will be arranged at CMAT level on headteacher performance management, performance management generally, self-evaluation, assessment of impact, engaging parents and stakeholders, role of the SEN Governor, role of governors in safeguarding and preparing for Ofsted and Diocesan Canonical Inspection.

Timing of sessions:

It is very important that our governors attend the training so that they can be fully prepared for their new role. The sessions will be intensive and Phases 2 and 3 involve 6 hours of direct engagement with the National Leaders of Governance leading the sessions. We are very mindful of the pressures already placed on our governors and as such the sessions have been scheduled to be held during weekdays. Alternative evening sessions were considered but that would have meant governors having to attend multiple evening sessions on top of their existing evening commitments. In addition it seems right to set the sessions during the day as this fits with the expectation that in their new role governors will be more visible in school during the school day.

We understand that for some working governors this may mean having to approach their employer for time to be released to attend the training and that this can be a difficult conversation to have. It is worth remembering that there is a clear expectation placed by government on employers that where they can employers should allow governors time to undertake their duties in recognition of the great service to community given by them.

ACTIONS/NEXT STEPS

1. **Schools/Chairs of Governors to confirm by close of play Friday 16th February** which Phase 1 session you wish to attend to helen.helan@nottingham-des.org.uk and also whether their Clerk to Governors will be attending the training (see note below).
2. Prospective '**Diocesan Leaders of Governance**' to contact neil.weightman@nottingham-des.org.uk for an initial conversation about the role and expectations with a view to expressing an interest in becoming a DLG.
3. **Vice-Chairs and prospective DLGs to confirm by close of play Friday 23rd March** which Phase 2 session you wish to attend to helen.helan@nottingham-des.org.uk
4. All other governors to confirm which Phase 3 session they wish to attend by **close of play Friday 18th May** to helen.helan@nottingham-des.org.uk

Notes:

- i) Attendance can be at any of the published sessions within the separate phases.
- ii) It is appreciated that under the terms of their SLA Clerks from LA bought in services may not be able to attend the Phase 1 sessions but the invitation to attend is open to them if they are able.
- iii) Further information on the content of the sessions will be provided to confirmed attendees nearer the dates of the sessions.