



GOVERNOR ROLE AND PERSON SPECIFICATION

Role Purpose

Strong and effective governance underpins the most effective Academies. Wellspring is committed to supporting the highest quality of governance in all its Academies. Governing Bodies operate in accordance with the delegated authority which is allocated to them in the Scheme of Delegation.

There are three core functions of Academy governance, Governing Bodies are:

- Accountable for setting and reviewing each Academy's **vision, ethos and strategic plan (aligning with those of the Trust)**.
- Responsible for holding the **leadership at all levels to account** for the educational performance of the Academy and its pupils and the performance of management staff.
- Accountable for overseeing the **financial performance** of the Academy, making sure that money is well spent.

The Governing Body should ensure that the school has a medium to long-term vision for its future and that there is a robust strategy in place for achieving its vision.

The strategy should be incorporated into the Academy Development Plan, which should be considered in detail by the Governing Body and progress reviewed during the year. It should provide a robust framework for setting priorities, creating accountability and monitoring progress in achieving the school's vision.

The strategy should include SMART (Specific, Measurable, Attainable, Realistic and Time-limited) targets and key performance indicators (KPIs). The focus should be on significant strategic challenges and opportunities for school improvement, with access to effective management information systems and processes.

Responsibilities

The Governing Body should also:

- support and advise the Principal
- ensure that there is a climate for creativity, change and responsiveness to the needs of learners and the local community
- approve budgets and monitor the Academy's finances, ensuring the effective and efficient use of resources, the solvency of the Academy and the safeguarding of its assets
- ensure that the Academy has appropriate policies and procedures in place which are implemented effectively and adapted to the specific school context where necessary
- foster a culture that prioritises the safety and wellbeing of all pupils and staff in the school
- ensuring that decisions taken by the Governing Body are based on an adequate assessment of risk
- Report to the Trust Board as required.

GOVERNOR PERSON SPECIFICATION

A Governor must have:

- An active interest in education
- A commitment to equality of opportunity
- A commitment to raising educational standards
- Commitment to the proper governance of the School/ Academy
- Availability to attend at least 5 meetings of the Governing Body across the academic year and spend time preparing for these
- The ability to promote the work of the Academy to the community at large
- The ability to co-operate and work with other Governors and senior staff
- The ability to accept collective responsibility for the Academy's governance and the Governing Body's decisions
- The ability to make reasoned decisions and to act honestly, diligently and in good faith.

Governors are required to:

- Attend meetings of the Local Governing Body and other work in a governance capacity
- Take part in training and development
- Establish and maintain professional relationships with senior leaders and colleagues on the committee
- When required, serve on panels in relation to staffing matters, pupil exclusions and formal complaints, inline with the trust's procedures.
- Undertake a Link Governor role (or equivalent) which involves visits to the Academy and the preparation of reports for the Governing Body
- Abide by the Code of Conduct for Governors as approved by the Trust Board and declare any relevant financial, business and personal interests in accordance with the Code of Conduct and the Trust's Policy on Conflicts of Interests
- Act as an ambassador for the Academy
- Act in the best interests of the Academy and not to speak or vote as if mandated by other persons or bodies.

REVIEW

This document will be reviewed every two years by the Board.