

## **Governors at Springhill – What Do They Do?**

Governors are unpaid volunteers who work to ensure high standards of achievement for all at Springhill by:

- Working with the school and the Bishop to set the school's vision, ethos and strategic direction;
- Holding the head teacher to account for the educational performance of Springhill and its pupils; and
- Overseeing school finances and making sure its money is well spent.

Springhill governors are expected to:

1. Contribute at governing body meetings, which consider:
  - The vision and ethos of the school;
  - Clear and ambitious strategic priorities and targets for the school;
  - The need to give all children, including those with special educational needs, access to a broad and balanced curriculum;
  - The school's budget, including how the Pupil Premium is spent;
  - The school's staffing structure.
2. Hold the senior leaders to account by monitoring Springhill's performance:
  - Evaluating all aspects of school performance;
  - Asking challenging questions of school leaders;
  - Considering the results of audits;
  - Ensuring the school follows the required policies and procedures;
  - Acting as a link governor on specific subjects;
  - Listening to and reporting to the pupils, staff, parents and wider community.
3. Ensure Springhill has the resources and support it needs (including business support, external advice, staff development and suitable premises) and monitoring the impact of those resources.
4. Serve on panels to:
  - Appoint and appraise the head teacher;
  - Agree pay recommendations;
  - Hear appeals about pupil exclusions;
  - Hear the second stage of staff grievances and disciplinary matters.

Governors do NOT:

- Write school policies;
- Undertake audits (even if the governor has relevant professional experience);
- Spend much time with pupils;
- Fundraise (this is the role of the Parents' Association);
- Observe in the classroom to judge the quality of teaching.

**If you'd like to find out more, please contact Springhill's governors via the school office.**