

Governance Action Plan: Oswald Road Primary School, Manchester, July 2017

<b>ACTION PLAN</b>				
<b>References: (1) Improving Governance Ofsted Dec 2016; (2) Competency Framework for Governance Feb 2017</b>				
<b>Priority for improvement</b>	<b>Action required</b>	<b>By end of:</b>	<b>By whom</b>	<b>Intended impact rather than success criteria?</b>
1. Further training and support are needed to ensure that every governor understands and feels confident in the role.	Ensure analysis of skills audit is kept up to date and informs decisions about governor recruitment and development.	Autumn 1	Clerk	<ol style="list-style-type: none"> <li>1. The skills audit is up to date and the governing body is aware of any identified skills gaps.</li> <li>2. This information has been used to ensure that new governors bring appropriate skills to the governing body.</li> <li>3. Governors have a good understanding of their role, which enables them to hold school leaders to account, and this is evidenced in questions in meeting minutes.</li> </ol>
	Commission bespoke training as needed to address identified gaps based on feedback from governors.	Autumn 2	Training governor	
2. Governing Board development.	Ensure appropriate training and development is available for the chair and vice chair, which could include support from a National Leader of Governance and/or access to the National Chairs' Development Programme.	Autumn 1	Training governor, Chair, Vice chair, Headteacher	<ol style="list-style-type: none"> <li>1. A succession plan is in place which identifies future leaders and the support and development they will receive.</li> <li>2. Vacancies have been filled by end of December 2017</li> <li>3. All governors have inputted into selection of Chair, Vice Chair and Committee Chair.</li> <li>4. The opportunity for associate members to contribute to the Governing Board is communicated to attract input from as broad a range of people as possible.</li> </ol>
	To identify future leaders on the governing body and to ensure that they receive appropriate training and support, to ensure a robust succession plan is in place	Autumn 2	Training governor, Chair, Vice chair, Committee chairs	
3. Governor visits.	Each governor will be linked to an area of the school improvement plan and will make arrangements to monitor this and feed back to the governing body.	FGB1 and on-going – December 2017, March 2018 and June 2018.	All governors	<ol style="list-style-type: none"> <li>1. Governors visit school regularly, understand the purpose of these visits and report back to the full governing body.</li> <li>2. The governing body is well informed about the school, and about progress against the school development plan.</li> </ol>
	Governors will visit school during the school day on a regular basis in line with the governor visits policy. A schedule of dates will be drawn up by the headteacher to facilitate this.	Autumn 1	All governors	

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	A format for the Headteacher's report will be agreed.	FGB1 and at each FGB meeting – dates here	All governors	
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This action plan will be reviewed at the end of each term with the Headteacher and Chair of Governors supported by the Associate Member.