

Governance Action Plan: Oswald Road Primary School, Manchester, July 2017 (Status June 2018)

ACTION PLAN						
References: (1) Improving Governance Ofsted Dec 2016; (2)Competency Framework for Governance Feb 2017						
Priority for improvement	Action required	By end of :	By whom	Intended impact	Status	New actions
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	1. The skills audit is up to date and the governing body is aware of any identified skills gaps. 2. This information has been used to ensure that new governors bring appropriate skills to the governing body. 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.	1. Skills audit to be updated for new associate members 2. All vacancies filled except LA governor 3. Strong evidence in minutes; new governors have attended New Governor Induction training	1. New LA governor to be discussed in Autumn 1 once skills audit completed for GB 2. As (1) 3. Updated training on roles & responsibilities in Autumn 1 18/19; Chair to meet 1-2-1 with each governor in Summer 2; Additional training for all governors on national datasets and safeguarding.
	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	1. A succession plan is in place which identifies future leaders and the support and development they will receive. 2. Vacancies have been filled by end of December 2017 3. All governors have inputted into selection of Chair, Vice Chair and Committee Chair. 4. The opportunity for associate members to contribute to the	1. New governors have brought a range of new skills to the GB. 2. All vacancies filled. 3. Completed 4. 2 new associate members have joined the GB. It has also proven a route to identify new full governors.	1. Further work on succession planning is needed in 1819 including an updated governance review and opportunities to buddy-up with NLG. 2. Review vacancies in Autumn 1. 3. Repeat for Autumn 1. 4. Continue inclusion activity through Equality & Diversity Working Group to identify any
	To identify future leaders on the governing body and to ensure that they receive appropriate training and support, to ensure a	Autumn 2	Training governor, Chair, Vice chair, Committee			

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	robust succession plan is in place		chairs	Governing Board is communicated to attract input from as broad a range of people as possible.		unconscious bias and propose potential solutions.
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	<p>1. Governors visit school regularly, understand the purpose of these visits and report back to the full governing body.</p> <p>2. The governing body is well informed about the school, and about progress against the school development plan.</p>	<p>1. Regular visits by the school have been recorded in the governor visit book and reports to the GB.</p> <p>2. Updated HT report presented to each FGB.</p>	<p>1. HT circulates opportunities for governor visits at the start of each term.</p> <p>2. Communications Manager to collate data on governor visits and HT to report summary to FGB (Autumn 1 - 1819)</p>
	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			
	A format for the Headteacher's report will be agreed.	FGB1 and at each FGB meeting – dates here	All governors			
4. Sustainability and Strategy	Explore variety of academy models and providers	Autumn 2 1819	Chair and Headteacher	1. Report back to GB on national trends, pros/cons of different providers (e.g. Coop, REACH)	New action	
	Plan to increase income generation	Autumn 1 1819	Headteacher and SBM	1. Recommendation to GB	New action	

This action plan will be reviewed at the end of each term with the Headteacher and Chair of Governors supported by the Associate Member.