



## **Governor Succession Planning Policy Deanshanger Primary School**

The Governing Body at Deanshanger Primary School aims to increase the effectiveness of the governing body by implementing a Succession Planning Policy that will ensure continuity in leadership from within. There are a number of development stages in the life of a governor – though not all governors will pass through every stage. They include recruitment, induction, taking additional responsibility, chairing a committee or task group, vice chair, chair and perhaps, chair of the trust. At Deanshanger we strive to offer all governors the opportunity to develop in their role.

The aims of this policy are:

- Implementing a Succession Planning Policy that will allow all governors to experience leadership within the Governing Body. Chairing the Governing Body will be limited to three consecutive two year terms (6 years maximum). Chairing any committee will be limited to two consecutive two year terms (4 years maximum).
- Attracting and retaining good governors by supporting and developing leadership skills throughout the governing body. The Governing Body will ensure that leadership talent is spotted early and will create opportunities to practise leadership skills.
- Developing the governing body as a team. Giving and receiving feedback will become a vital element in the governor's journey. Coaching and mentoring will be offered when a new governor joins and the Governing Body will ensure there is sufficient allocation in the school budget to provide training opportunities for all governors. The Governing Body will undertake regular self-reviews of governance aimed at improving their own effectiveness as a team.

To ensure this policy is successful the Chair of Governors will:

- Work with the governing body promoting and maintaining high standards of effective governance.
- Ensure that the governing body collaborates effectively with other governing bodies sharing best practice.
- Establish and foster a positive and effective relationship with the Head Teacher and other members of the governing body.
- Ensure oversight of the training opportunities for all governors.
- Promote and encourage training opportunities.
- Disperse Leadership and encourage others to take up opportunities.
- Delegate fairly and effectively.
- Conduct a skill audit yearly.
- Conduct a self-review of governance with the rest of the governing body regularly.
- Ensure governors take up responsibilities and make contributions regularly.
- Monitor and review governors' performance.
- Ensure there is a 360 review of the Chair's performance. At Deanshanger this will start in the next school year i.e., 2018-19.
- Work effectively with the Clerk.
- Work effectively with the Vice-Chair.
- Complete any relevant training.

To ensure this policy is successful the Vice-Chair of Governors will:

- Liaise on a regular basis with the Chair and Head teacher.
- Take on responsibilities delegated to them by the Chair.
- Deputise for the Chair in their absence.
- Establish and foster a positive and effective relationship with the Head teacher and other members of the governing body.
- Be a visible, positive presence around the school on a regular basis.
- Complete any relevant training.

To ensure this policy is successful the Governing Body will actively collaborate in:

- **Leading effective governance:** Governors will ensure that the governing body has a clear lead and direction. The governing body will strive to work as an effective team, understanding their accountability and the part they play in the strategic leadership of the school and in driving school improvement.
- **Building the team:** Governors will work as a team ensuring that tasks are delegated across the governing body so that all members contribute, and feel that their individual skills, knowledge and experience are well used and that the overall workload is shared. The governing body will actively seek governors that meet the necessary skills and criteria to develop the team and will collaborate effectively with other governing bodies sharing best practice.
- **Relationship with the Head teacher:** Governors will act as a critical friend by offering support, challenge and encouragement, holding the Head teacher to account and ensuring the Head teacher's performance management is rigorous and robust.
- **Improving our school:** The governing body will ensure that school improvement is the focus of all policy and strategy and that governor scrutiny, monitoring and challenge reflect school improvement priorities.
- **Leading the business:** Governors will ensure that statutory requirements and regulations are met, that the school provides value for money in its use of resources and that governing body business is conducted efficiently and effectively.