

Submission of Evidence to Scrutiny – EAS Governor Support**Author** Debbie Hartevelde, Managing Director, Education Achievement Service (EAS)**Date** 30 May 2018**Education Achievement Services(EAS) Governor Support**

The level of support in place for Governors, responsibilities for funding this support and an assessment of the adequacy of resources for Governors.

BACKGROUND**Strengthening School Governance in South East Wales**

Effective governance plays a crucial role in the success of a school. School governors work in partnership with the headteacher to make long-term strategic decisions that aim to raise the standards of education. Governors are required to be supportive but challenging, holding the senior leadership team to account. To support governors in this role, the Governor Support & Development team provides:

Professional Clerking Service

- A clerking service via Service Level Agreement with schools
- Maintain records of all governors
- Clerks Mandatory Training
- Termly Clerks training
- Clerks Hwb Network
- Clerks Quality Assurance

Statutory Committee Support & Specialist Advice (Governance)

- Statutory clerking service
- Mentor Chairs
- Additional Governors
- Mandatory Chairs training
- Legislation, policy and protocol guidance on school governance matters
- Support in implementing the new Welsh Government School Governor regulations

Governor Specific Support & Intervention Framework

- The Annual Mandatory Governor Training & Strategic Development programme
- Online Mandatory Induction Training via Hwb
- Governors Hwb Network
- Professional Learning with termly Governor Seminars, supporting self-improving governance
- Getting to Know (GTK) Guides:
 - GTK your role: Induction
 - GTK your role: Committee Clerk
 - GTK your school: Committee terms of reference
 - GTK your school: Link Governor roles
 - GTK your school: Support & Challenge
- Support for governing body organisation & management
- Governing body self-evaluation via the national online portal
- Governing body effectiveness calculator
- Bespoke support package for governing bodies of schools categorised Red or in an Estyn Category

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1. PROFESSIONAL CLERKING SERVICE

The governor support team provide a clerking service to all Newport Governing Bodies via an SLA. Approximately 438 Meetings are held per term across the region. The team provide a model agenda for every meeting and over 50 clerks are deployed throughout the region to clerk the meetings.

Quality Assurance of Clerks/Minutes

Each term the team quality assures the minutes from governing body meetings, to a set criteria, ensuring minutes are accurate, timely, grammatically correct, meet all the required regulations and capture discussions and challenge appropriately. This is carried out via a RAG rating. On the basis of currently available data, the 3-year trend the EAS is on track to achieve the 2018/19 Target of a 90% Green rating.

Robust quality assurance processes have ensured that quality of governing body minutes provided by the clerking service has improved steadily during the last three years.

This information is then triangulated with feedback from Headteachers, Chairs of governing bodies and the governors annual survey.

2017 Survey Outcome with 3-year comparison

| | Region 2015 | Region 2016 | Region 2017 | Newport 2017 |
|--|----------------|----------------|----------------|-----------------|
| Number of responses | 659 | 639 | 380 | 90 |
| Overall, I am satisfied with the service I receive from Governor Support | 93% | 95% | 96% | 97% |
| Governor Support respond to queries in a timely manner | 94% | 96% | 99% | 97% |
| Quality of advice provided by Governor Support staff is good. | 95% | 97% | 98% | 96% |
| I am satisfied with the Clerking Service | 92% | 94% | 91% | 92% |

Governors comments:

- *Appreciate the excellent clerking service*
- *Very satisfied with the clerking service and the support provided*
- *Some governors are experiencing difficulties with IT (this can be due to personal hardware/software or individual governor training needs for ICT)*
- *The clerk has recently changed, and they take time to get to know the school.*
- *Changes in clerk recently.*

The 2017 Clerks survey outcomes:

- 100% of the clerks surveyed feel supported to carry out their role effectively
- Over 85% are aware of the clerks training available through Governor Support

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- Over 80% are aware of the Clerks Corner Website
- Over 75% are aware of the Clerks Briefings

The 2018 survey is due to take place in the Summer term.

The team will continue to actively recruit and train clerks with an emphasis on quality and providing continuity for governing bodies particularly where there has been a period of variation.

2. SERVICE LEVEL AGREEMENT

All Newport Schools have bought back in to the Governor Support service. The SLA covers the cost of the clerking service and Committee Support. The cost for advice and guidance, together with Mandatory Training is met by the core funding to the EAS.

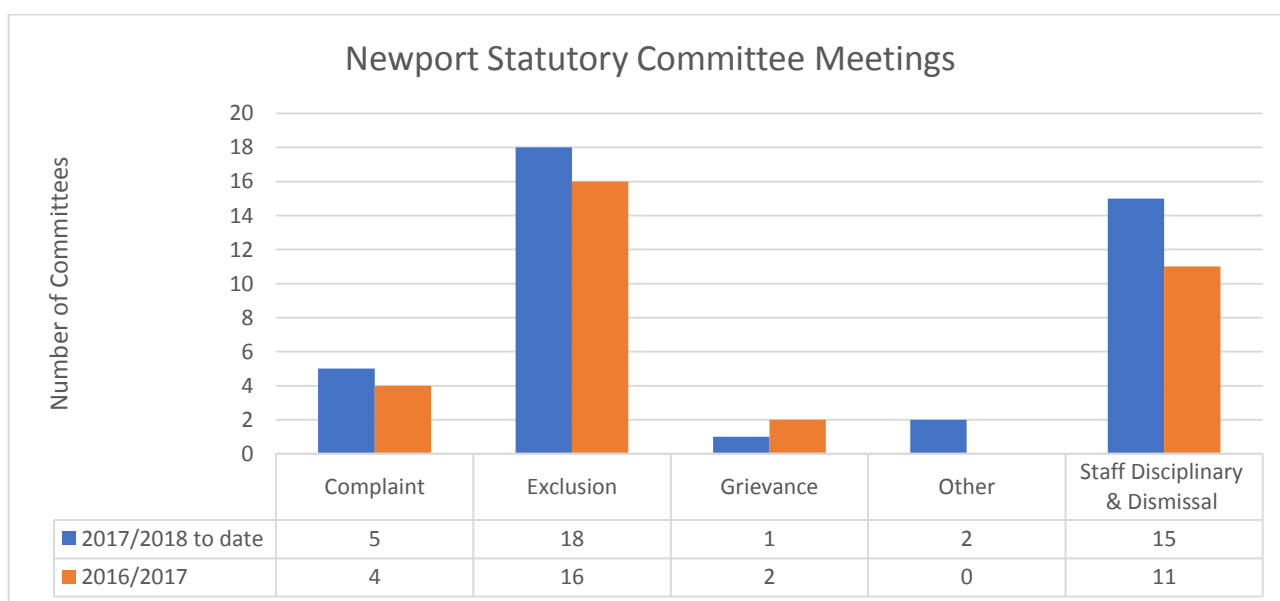
New schools are charged per 12th for the part of the financial year that they are open.

Schools that wish to receive hard copies of their agendas pay an additional fee.

3. COMMITTEE SUPPORT & SPECIALIST ADVICE

The Governor Support Team facilitate a range of statutory committees for governing bodies throughout the region. These meeting are called as and when cases arise in schools. The graph below depicts the number and type of committees supported since September 2016.

The amount of officer time taken to support these processes varies due to the type and complexities of the individual committee called, the officer time for 2016/2017 equates to approximately 64 days compared to 82 in 2017/2018 to date.



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The team will continue to work in partnership with the relevant LA Officers to ensure support provided for statutory committees is effective and in line with regulations. The team will monitor the volume of work undertaken across the region.

The team work with the LA to ensure that appropriate and timely intervention is provided for governing bodies that are experiencing specific issues, such as being placed in Special Measures by Estyn. This may involve training Additional LA Governors, seeking mentor chairs or providing bespoke support.

4. GOVERNOR SUPPORT & INTERVENTION FRAMEWORK

Mandatory Training

The number of governors required to attend mandatory training links directly to governor turnover (35% of the governor population).

| Understanding Performance Data (Primary/ Secondary/ Special) | | | | |
|---|------------------|------------|------------|------------|
| | 17/18 to date | 16/1 | 15/1 | 14/1 |
| NCC | 72 | 106 | 223 | 166 |

| Governor Induction / Role of the Governor | | | | |
|---|------------------|-----------|------------|------------|
| | 17/18 to date | 16/1 | 15/16 | 14/15 |
| NCC | 65 | 82 | 116 | 118 |

These figures include the online sessions completed. In 2018 the online training will be provided via Hwb.

Chairs training is provided in regional groups, however for Chairs that have difficulty in attending a centrally provided session Governor Support Officers provide one to one support where necessary. There is currently no Chair eligible for suspension.

| Role of the Chair | | | | |
|-------------------|------------------|----------|-----------|-----------|
| | 17/18 to date | 16/17 | 15/16 | 14/15 |
| NCC | 13 | 5 | 10 | 18 |

Under the Government of Maintained Schools (Training Requirements for Governors) (Wales) Regulations 2013 governors who do not attend the mandatory training within one year of becoming a governor are eligible for suspension. Governing bodies are ultimately responsible for suspending and possibly disqualifying governors who do not attend the mandatory training. The team provide records of attendance and a course calendar of sessions on every agenda.

Strategic Governance Training

These sessions are aimed at developing governors' knowledge and understanding of the wider aspects of governance which include; Link Governors (More Able & Talented MAT, Pupil Development Grant PDG, Looked After Children LAC), Headteachers Performance Management, Estyn for Chairs, Effective Governance etc.

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Newport governor attendance is as follows:

| | 2017/2018 to date | 2016/2017 | 2016/2015 | 2015/2014 | 2013/2014 |
|---------|--------------------------|------------------|------------------|------------------|------------------|
| Newport | 95 | 133 | 127 | 78 | 135 |

Local Authority Governor Training: 15 courses published for 2017/2018, 7 cancelled due to lack of uptake.

The overall aim of the EAS Mandatory and Strategic Development Programme is to support and develop flexible, skilled focused effective governing bodies that work in partnership with School Leaders to raise standards. The training programme is developed in consultation with the Training Governors (Link Governors with the responsibility of training) from throughout the region during the Termly seminars.



Training Seminars

The role of the link governor for training is outlined in the EAS Getting to know your School: Link Governor Guidance document. The role is developing in line with aspects from the Welsh Government’s Professional Learning Model (PLM). Governors are required to progressively build up their knowledge and skills needed to respond to the challenges of governance. These seminars embrace self-improving governance. Attendance at seminars has increased and attendance from Newport school governors is consistently good.

EAS School Governor’s Conference

The focus for the 2018 Conference was two key aspects of Welsh Government’s education reform programme, the new Curriculum for Wales and New Professional Standards for Teaching and Leadership.

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The feedback shows and overall improvement on last year. The attendance by Newport Governors increased from 18% to 21% in 2018.

| | 2014 | 2015 | 2016 | 2018 |
|--|-----------------------|-----------------------|-----------------------|-----------------------|
| | Strongly Agree/ Agree | Strongly Agree/ Agree | Strongly Agree/ Agree | Strongly Agree/ Agree |
| Did you enjoy the conference | 95% | 97% | 90% | 92.5% |
| Was the conference helpful and informative | 95% | 99% | 91% | 94.3% |
| Will the conference be of value in your role as a governor | 94% | 100% | 90% | 93.5% |
| Was the conference content appropriate | 93% | 99% | 86% | 86.7% |
| Will the workshops help you in your role as a governor | 96% | 97% | 84% | 91.5% |
| Was the information provided in a clear and concise manner | 93% | 96% | 83% | 88% |
| Were questions raised answered satisfactorily | 95% | 96% | 90% | 90.6% |

Support & Intervention

The level of support each governing body receives from the team is in line with the national Categorisation or Estyn Category. Eight Newport schools have received bespoke support & intervention during 2017 and 2018. This includes training on the role of the Link Governor, Appropriate Support and Challenge and Strategic Governance.

| | |
|-----------------------|-----------------------|
| St Julian's School | Maes Ebbw School |
| Milton Primary School | Maesglas Primary |
| Somerton Primary | Llanwern High School |
| Newport High | The John Frost School |

Whole Governing Body Self-Evaluation

Recent research carried out by the EAS acknowledged that the impact of mandatory training is limited in that it is a building block and that to have a significantly recognisable contribution to school leadership, further training and other self-reflecting exercises are required. As part of the support and intervention provided to Red and Amber Schools, 9 Newport schools have been supported to complete and maintain Whole Governing Body Self Evaluation based on the 2010 – 2017 Estyn framework (3 Key questions).

In Autumn 2017 the EAS purchased the Online National Model for Governing Body Self Evaluation Portal (based on the 2018 Estyn Framework). There are currently seven Newport Schools (out of the 35) actively engaged in the regional pilot for the online portal. All Headteachers, Chairs of Governors and Self Evaluation Champions across the region have been sent their log in details and can access the system.

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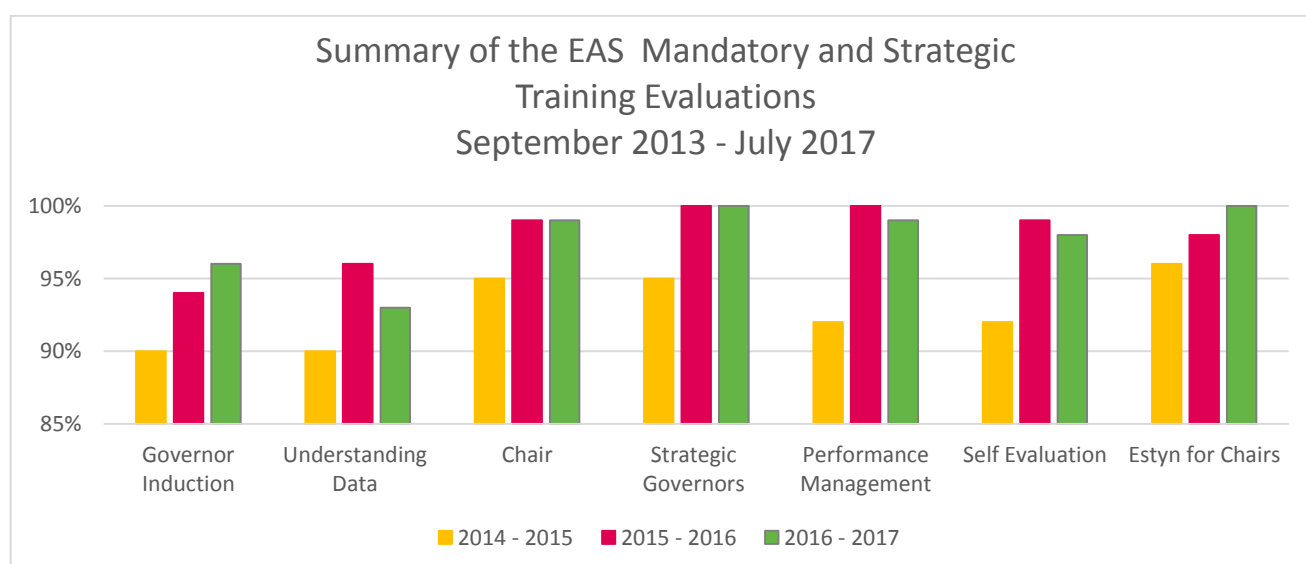
| 3 Key Question Model | Online National Portal |
|----------------------|------------------------|
| Llanmartin Primary | Fairoak Nursery |
| Ringland | Clytha primary |
| Maes Ebbw | St Joseph's RC Primary |
| Llanwern High | Glasllwch Primary |
| Maesglas Primary | Mount Pleasant Primary |
| St Julian's School | Llanwern High |
| Somerton | St Julian's School |
| Rogerstone | |
| Ysgol Ifor Hael | |

5. MEASURING IMPACT

In assessing the adequacy of resources provided for governors the team carries out annual surveys, reviews feedback from training sessions and has a standing item of the termly Training Governor Seminars to review provision.

Participation and Enjoyment

All courses are evaluated for their effectiveness the following graph depicts the 3-year trend for each of the courses provided.



Changes in Governing Body Behaviour

The Governor Support & Development team is continuing to measure the impact of governor training. Findings from the Training Needs and Impact questionnaire 2017 is that 90% (90% 2015) of governors who have attended training felt the knowledge gained made them a more effective governor. Headteachers were also surveyed to establish if they have seen the impact on the engagement, discussions and challenge presented by governors. The initial findings mirrored that of governors, with 90% of headteachers having felt a positive impact of training.

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Further analysis indicated that for all sessions attended:

- 93% (90% 2015) of governors agreed that training helped them understand their role
- 89% (87% 2015) of governors agreed that attending the session made them a more effective governor
- 87% of headteacher agreed the introduction of the mandatory training has increased governors focus on school improvement

The strategic sessions have a far greater impact, which is to be expected as these are not mandatory and are focused on specific aspects of governance. Therefore, governor engagement is naturally greater (they choose to attend). Typically, governors who attend a strategic session have been a governor for a greater length of time and therefore are more experienced/familiar with the role.

Impact on outcomes and standards

A mechanism for measuring the impact of the support and intervention provided by the Governor Support & Development team is developing. The purpose is to establish if there is any correlation between the support, intervention and training provided by the EAS and the effectiveness of the governing body and school outcomes/Estyn inspections. In Autumn 2017 the analysis highlighted that two thirds of governing bodies within the region have improved since 2013 with over 50% of governing bodies identified as performing at the higher levels of effectiveness. The Governing Body Effectiveness Calculator was placed on every agenda in Spring 2018 to encourage governors to discuss their effectiveness and support growth in engagement and understanding of their role.

Governor Support & Development team will continue to support and develop flexible, skilled focused effective governing bodies that work in partnership with their School Leaders to raise standards throughout South East Wales.

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Governor Attendance Newport September 2013 - July 2017

