

Strategy

Improve school governance (S3.3 Education Development Plan)

Senior Responsible Officer  
Assistant Director of Education & Lifelong Learning

Obj Ref	Objective	Task Ref	Task	Responsible Officer	Date	Success Criteria	Progress to Feb 2015
1.9	Adopt a standard to demonstrate good governance in school governing bodies, agreed with Governors Wales and the Cardiff Governors Association (EDP A3.3.1)	1.9.1	Develop and deliver a strategy, in consultation with a governors' strategy group, to establish the Quality Mark Bronze Award as a minimum expectation for Governing Bodies in Cardiff.	AD ELL	Sept 2014 December 2015	By 2014, 5 schools achieve the Quality Mark Bronze Award.  By August 2015, at least 30% are working towards the Quality Mark Bronze Award  By August 2015 10 schools achieve the Quality Mark Bronze Award  By August 2016 25 schools have achieved the Quality Mark Bronze Award	<b>EXTENDED</b> Over 40 schools are working towards achieving the bronze award.  5 have achieved the bronze award. 3 schools are currently undergoing assessment.  The coordination of support for governors will be strengthened through the recent appointment of a lead officer at CSC
		1.9.2	Raise the profile and awareness of this Quality Mark Bronze Award with Cardiff Schools through the Governors' Newsletter and the Chairs of Governors Strategic Briefing.	AD ELL	July 2015	Increased number of schools registering for bronze award	See 1.9.1 above Profile raised in Autumn Term Newsletter.
		1.9.3	Identify 3 schools to apply for and achieve the Quality Mark Silver Award.	AD ELL	Jul 2016	3 schools gaining Quality Mark Silver Award	<b>COMPLETED</b> Three schools identified in preparation for release of Quality Mark Silver Award – Pencaerau PS, Greenhill and Llanishen HS. Welsh Government not yet approved the proposals from Governors Wales – progress on hold.
		1.9.4	CSC report Consortium Judgements on Governance to the Local Authority and these align with Estyn findings.	MD CSC	September 2014	Improved consistency in school judgements.	<b>NEW - COMPLETED</b> This has been carried out through the categorisation process. Where weak governance is an issue schools will have been provided with support/training.  In instances where governance is weak challenge advisers provide more bespoke support and challenge involving attendance at

1.10	Review and revise the appropriateness and sufficiency of the Governing Bodies training programme (EDP A3.3.2)						meetings with governors more frequently than that outlined in the challenge framework.
	1.10.1	Review the number, timing and location of training events offered by providers to better meet the needs of governors and increase attendance on both mandatory and voluntary training.	AD/ELL	Jul 2014 July 2015	More flexible training offered and increase in uptake of training, resulting in improvements in the quality of school governance.		<b>EXTENDED</b> Governor Services Officers meeting with CSC Steering Group to produce programme that is fitting for Cardiff Governors. Lead Officer appointed by Consortium to work with five LA's on governor training requirements.
	1.10.2	Signpost Governors to appropriate training programmes held by Welsh Government, CSC and the Local Authority.	AD ELL	September 2015	Improved Governor attendance at training events resulting in improvements in the quality of school governance.		<b>COMPLETED</b> Revised training programme circulated and regular updates issued on essential and topical issues.
	1.10.3	Introduce a package of E-Training for Governors.	AD ELL	April 2015	More flexible training offered and increase in uptake of training, resulting in improvements in the quality of school governance.		Research underway on best practice and action plan being produced. Pilot to take place with identified schools.
1.11	Clarify roles, responsibilities and support of the Council and Central South Consortium in relation to the governance of schools. (EDP A3.3.4)		Challenge Advisor	March 2015	Governing bodies are confident in their ability and knowledge. Governing bodies are clear on who provides support and what support will be provided.		<b>COMPLETED</b> Challenge Advisor supports school governors in Performance Management process for Headteachers.
	1.11.2	Review and restructure the Governor	Ad Ell	March 2015	The Cost of Governor Services will be in		Meetings held with SAJC and

		Support Service Team to refocus on delivering the National Model for Regional Working.			line with income generated by March 2015.	staff teams. Role profile for Lead Officer for School Governance undergoing job evaluation.
	1.12.1	Establish half termly meetings with the directors of the 3 diocesan authorities (Catholic, Monmouth and Llandaff).	Head of PRS	May 2014 Sept 2015	Improved partnership working and support for governing bodies in VA schools	<b>EXTENDED</b> Half termly meetings now take place
	1.12.2	Improve the strategic alignment of Local Authority and Diocese.	AD ELL	Sept 2014	Improved partnership working and support for governing bodies in VA schools	<b>COMPLETED</b> Regular meetings now take place
	1.12.3	Reduce vacancies in Catholic headships - develop Strategic plan in place to secure sustainable leadership for all Catholic Schools	AD ELL	Sept 2015	Increased leadership capacity in Catholic schools.	<b>NEW</b> Discussions taken place with Chairs of Governors
1.13	1.13.1	Establish a reporting mechanism to report to EMT on a monthly basis categories and numbers of governor vacancies in each school in Cardiff.	AD ELL	Jul 2015	By March 2015 Governor and Clerk vacancies in Cardiff are in line with the Welsh average (March 2014 9.73%) By March 2016 Governor vacancies in Cardiff are reduced to 5%	<b>COMPLETED</b>
	1.13.2	Develop and deliver a strategy for recruitment of school governors	AD ELL	Sept 2015	Reduce the number of Local Authority Governors vacancies to 2% by March 2016	<b>EXTENDED</b> Recruitment and appointment processes reviewed and awaiting approval by Constitution Committee in March 2015. Action Plan in place.
	1.13.2	Review and revise the selection and nomination process of LA governors.	AD ELL	Sept 2014 March 2015	Improved quality of Local Authority Governor appointments.	
	1.13.3	Broker opportunities for positions on governing bodies for leading businesses, sports and cultural organisations in conjunction with Economic Development (See A4.3.2 and 2.9.1).	Director of ELL/Head of Economic Dev	Dec 2014	Increase in the number of business, sports and cultural organisations on governing bodies. Governors have a broader range of background and experience to bring to governing bodies.	<b>COMPLETED</b> Various links established with representatives from business appointed to school governing bodies