

Penistone Grammar School



Governing Body Committee Structure and Terms of Reference

Never Stop Flying

Governing Body Committee Structure and Terms of Reference



Date of Policy: July 2025

Date of Next Review: When required

Contents:

This policy has been written in consultation with staff, students, parents and Governors. It has been reviewed in **July 2025** and has been approved for implementation by the full Governing Body as dated.



1. The Governing Body

The Governing Body will take a strategic role. It will set aims and objectives and agree, monitor and review policies, targets and priorities.

Membership: As per the Instrument of Government

Disqualification: As per Regulation 17 and Schedule 4 of the Constitution Regulations.

Name of Governor	Category of Governor	Appt date	Term of Office	End of term of Office
Yvonne Asquith	Co-opted Governor	24/10/2023	4 years	24/10/2027
Paul Crook	Principal		N/A	N/A
Katherine Ferguson	LA Governor	14/12/2020	4 years	14/12/2028
Vacancy	Co-opted Governor			
David O'Hara	Co-opted Governor	05/09/2023	4 years	24/10/2027
Gemma Burkinshaw	Parent Governor	07/11/2025	4 Years	06/11/2029
Hannah Barraclough	Staff Governor	01/09/2023	4 years	31/08/2027
Natalie Dodds	Co-opted Governor	04/04/2022	4 years	04/04/2026
Damien Briscoe	Parent Governor	08/11/2024	4 years	07/11/2028
Heather Haigh	Parent Governor	01/09/2023	4 years	01/09/2027
Visseh Pejhan-Sykes	Co-opted Governor	17/03/2025	4 years	17/03/2029
Vikki Garratt	Co-opted Governor	20/01/2025	4 Years	19/01/2029

Role	Appointed Person	Date of Appt	Term	End of Term
Chairperson	Yvonne Asquith		1 year	
Vice-Chairperson	Natalie Dodds		1 year	

Clerk(s) to the Governing Body:	Sam Abel
Quorum:	One half of the number of Governors in post

Restrictions on Persons Taking Part in Proceedings of Governing Body Meetings and Committees

The general principles are detailed below:

- Where there is a conflict between the interests of any person and the interests of the governing body, that person should withdraw from the meeting and should not vote.
- In a situation where the principles of natural justice require a fair hearing and there is any reasonable doubt as to a person's ability to act impartially, he or she should also withdraw from the meeting and not vote.
- Where a governor or associate member has a pecuniary interest in any matter, he or she should also withdraw from the meeting and not vote.

Examples of cases where a fair hearing must be given include decisions relating to staff or pupil discipline or admission of pupils. The restrictions on persons taking part in proceedings do not stop a governing body or committee from allowing someone who can offer relevant evidence to a case in question from giving that evidence.

If there is any dispute as to whether or not a person must withdraw from a meeting the other governors present at the meeting must decide on this.



2. Roles and Responsibilities

Chair Disqualification: The Principal, Staff Governors, Students, Staff Members	• To ensure the business of the Governing Body is conducted properly, in accordance with legal and Barnsley Metropolitan Borough Council delegation requirements. • To ensure meetings are run effectively, focusing on priorities and making the best use of time available, and to ensure that all members have an equal opportunity to participate in discussion and decision-making. • To establish and foster an effective relationship with the Principal based on trust and mutual respect for each other's roles. The Chair has an important role in ensuring that the Governing Body acts as a sounding board to the Principal and provides strategic direction.
Clerk Disqualification: Governors, the Principal, Associate Members	• To convene meetings of the governing body and any associated committees with at least 7 days' notice in writing ensuring agenda papers agreed with the Principal and Chair are distributed in advance of the meeting. • To work effectively with the Chair of Governors, the other governors and the Principal to support the governing body. • To advise the governing body on constitutional and procedural matters, duties and powers. • To attend meetings of the governing body and ensure minutes are taken. • To maintain a register of members of the governing body and report vacancies to the governing body. • To give and receive notices in accordance with relevant regulations. • To perform such other functions as may be determined by the governing body from time to time.
Chair of Committee Disqualification: None	• To ensure the business of the committee is conducted properly, in accordance with legal requirements. • To ensure meetings/hearings are run effectively, focusing on priorities and making the best use of time available, and to ensure that all members have an equal opportunity to participate in discussion and decision-making.
Clerk to Committee Disqualification: The Principal	• To advise the committee on procedural and legal matters. • To convene meetings of the committee with at least 7 days' notice in writing ensuring agenda papers agreed with the committee chair and SLT member are distributed. • To attend meetings of the committee and ensure minutes and decisions are recorded. • To perform such other functions with respect to the committee as may be determined by the governing body from time to time.



3. Hearings Committee

It is suggested that only experienced governors be appointed to this committee and that the Chair of Governors, due to probable prior knowledge, should not be a member.

Terms of Reference:

1. To make any determination to dismiss any member of staff.
2. To make any decisions under the governing body's personnel procedures e.g. disciplinary, grievance, capability where the Principal is the subject of the action*.
3. To make any decisions relating to any member of staff other than the Principal, under the governing body's personnel procedures.
4. To make any determination or decision under the governing body's General Complaints Procedure for parents and others.
5. To make any determination or decision under the governing body's Curriculum Complaints Procedure, in respect of national curriculum dis-applications, and the operation of the governing body's Charging and Remissions Policy.
6. To determine within statutory provisions and the governing body policy whether any child should be admitted to the school (Post-16 only).
7. To act as the school's Redundancy Committee.
8. To follow the Local Authority's Model Redundancy Procedure for Schools and the Local Authority model terms of reference.
9. To consider suspensions of parents and others from the school premises.
 - i) To consider representations from a parent who had had their license to enter the school premises suspended.
 - ii) To determine whether or not the parent could continue to be barred from the school premises.
 - iii) To determine the period of time of barring where the committee uphold the Principal's decision.
10. That any 3 of the 6 Governors currently assigned to the Hearings and Appeals Panels will be asked to hear cases, with a different 3 governors being called upon to hear appeals.

**cannot be delegated to an individual*

Membership: All members of the governing body except the principal and staff governor.
(An HR Advisor to be present when appropriate).

Disqualification: The Principal and staff governor.

These terms of reference agreed by the Governing Body:	15 September 2016
Chair of the Committee:	To be agreed when committee convenes
Clerk to the Committee:	Clerk to Governing Body
Quorum (minimum of 3):	3
Date Committee established:	7 February 2008
Date of review:	July 2025



4. Redundancy Committee

Terms of reference:

1. To acknowledge and discuss the proposals set out by the Principal.
2. To notify the Council, relevant Trade Unions and Human Resources Provider at the earliest opportunity of potential redundancies.
3. To issue Section 188 Notice.
4. To determine appropriate selection criteria in consultation with recognised Trade Unions.
5. To agree the redundancy timetable.
6. To consider proposals put forward during the consultation process and formally respond.
7. At the end of the consultation, consider the information provided by the Principal on the staff skills and experience summary sheet and make the final decision on which post(s) are to be declared redundant based on the agreed criteria.
8. Subsequently hear representations from the employee(s) whose post(s) are selected for redundancy where the employee exercises their right to such a hearing.
9. At Appeal Hearings, the Principal and Chair of the Redundancy Committee will present the case to the Appeal Committee.
10. To notify, in writing to employees, the outcome of the hearing and rights to appeal if applicable.
11. To notify the Council requiring dismissal notices to be issued giving reasons (if no appeal).

The minutes and decisions of the committee are recorded and made available for inclusion in the agenda papers of the next committee meeting and/or Governing Body meeting.

The committee is authorised to make decisions on behalf of the governing body only in respect of those powers specifically within the Terms of Reference.

Membership: Any Governor, with the exception of the Principal and Staff Governor.

Disqualification: The Principal and staff governor.

These terms of reference agreed by the Governing Body:	15 September 2016
Chair of the Committee:	To be agreed when committee convenes
Clerk to the Committee:	Clerk to Governing Body
Quorum (minimum of 3):	3
Date Committee established:	7 February 2008
Date of review:	July 2025



5. Appeals Committee

Terms of Reference:

1. To consider any appeal against a decision to dismiss a member of staff made by the Hearings Committee*.
2. To consider any appeal against a decision short of dismissal under the governing body's personnel procedures, for example, disciplinary, grievance, capability*.
3. To consider any appeal against selection for redundancy*.
4. To act as the school's Redundancy Appeals Committee.
5. To follow the Local Authority's Model Redundancy Procedure for Schools.
6. That any 3 of the 6 Governors currently assigned to the Hearings and Appeals Panels will be asked to hear cases, with a different 3 Governors being called upon to hear appeals

**cannot be delegated to an individual*

Membership: All members of the Governing Body except the Principal and Staff Governor.
 An HR Advisor to be present when appropriate.
 Any Governor with prior knowledge of an issue including attendance at a Hearings Committee where the issue to be considered was discussed should not be present at any meeting of the Appeals Committee where the issue is discussed.

Disqualification: The Principal and staff governor.

These terms of reference agreed by the Governing Body:	15 September 2016
Chair of the Committee:	To be agreed when committee convenes
Clerk to the Committee:	Clerk to Governing Body
Quorum (minimum of 3):	3
Date Committee established:	7 February 2008
Date of review:	July 2025



6. Redundancy Appeals Committee

Terms of Reference:

1. To hear any appeals from employees together with representations from the Principal and Chair of the Redundancy Committee.
2. To notify in writing to employees the outcome of the appeal.
3. To notify the Council of the decision and requiring them to issue dismissal notices where applicable.

The minutes and decisions of the Committee are recorded and made available for inclusion in the agenda papers of the next Committee meeting and/or Governing Body meeting.

The Committee is authorised to make decisions on behalf of the Governing Body only in respect of those powers specifically within the Terms of Reference.

Membership: All members of the Governing Body except the principal and staff governor.
(An HR Advisor to be present when appropriate)

Disqualification: The Principal and Staff Governor

These terms of reference agreed by the Governing Body:	15 September 2016
Chair of the Committee:	To be agreed when committee convenes
Clerk to the Committee:	Clerk to Governing Body
Quorum (minimum of 3):	3
Date Committee established:	7 February 2008
Date of review:	July 2026



7. Pupil Discipline and Attendance Committee

Terms of Reference:

1. To consider representations from parents in the case of exclusions of 5 days or less (committee may not re-instate).
2. To consider representations from parents in the case of exclusions totalling more than 5 but not more than 15 school days in one term (meeting to be held between 6th and 50th school day after receiving notice of the exclusion).
3. To consider the appropriateness of any permanent exclusion or any exclusion where one or more fixed period exclusions total more than 15 school days in one term or where a pupil is denied the chance to take a public examination (meeting to be held between 6th and 15th school day after receiving notice of the exclusion).
4. To ensure that the guidance contained in the 'Improving Attendance and Behaviour' document is practised in the school, with specific reference to the role assigned to the governing body.
5. To meet with relevant bodies to review cases of poor attendance (this could be delegated to an individual).
6. To review the School Behaviour and Discipline Policy and make recommendations on changes to the governing body or relevant committee.

Membership: All members of the Governing Body except the Principal and staff governor.
(An HR Advisor to be present when appropriate).
If a governor has a connection with the pupil or the incident that could affect their ability to act impartially, they should not serve at the hearing.
For the attendance remit of this committee it is advisable that governors on this committee are available during the working day.

Disqualification: The Principal and staff governor.
Any governor with prior knowledge of the pupil or the incident.

These terms of reference agreed by the Governing Body:	15 September 2016
Chair of the Committee:	To be agreed when committee convenes
Clerk to the Committee:	Clerk to Governing Body
Quorum (minimum of 3):	3
Date Committee established:	7 February 2008
Date of review:	July 2025



8. Principal's Performance Review Group

Terms of Reference:

1. To arrange to meet with the external adviser to discuss the Principal's performance targets.
2. To decide, with the support of the external adviser, whether the targets have been met and to set new targets annually.
3. To monitor through the year the performance of the Principal against the targets.
4. To determine (in accordance with the School Teachers Pay regulations):
 - a) The appropriate salary range for the Principal and
 - b) Any discretionary payments to the Principal.

Membership: 3 members of the governing body.

Disqualification: The Principal and staff governors.

These terms of reference agreed by the Governing Body:	15 September 2016
Members appointed to the Performance Review Group:	Chair of Governing Body (Appointed 11/04/2013)
	Vice Chair of Governing Body (Appointed 11/04/2013)
	HR Governor (Appointed 11/04/2013)
Chair of the Group:	Chair of Governors
Advisor:	To be confirmed
Date Group Established:	24 October 2007
Meeting Frequency:	Twice per year
Date of review:	July 2025

9. Scheme of Delegation of Responsibility to Individuals (Lead Governors)

Any individual to whom responsibility has been delegated is expected to work within the following terms of reference.

Terms of Reference:

1. To liaise with the appropriate member(s) of staff.
2. To visit the school with the purpose of gathering information concerning their area of responsibility and to increase their knowledge of the School.
3. To regularly report to the Governing Body, or the appropriate committee on developments and progress within their area of responsibility.
4. To raise the profile of the area of responsibility when related matters are considered by the Governing Body.
5. To attend training as appropriate.



Disqualification: The following functions **CANNOT** be delegated to an **individual**:

- The alteration, closure or change of category of maintained schools.
- The approval of the first formal budget plan of the financial year.
- School discipline policies.
- Permanent exclusions of pupils (except in an emergency when the Chair has the power to exercise these functions).
- Admissions.

Area Of Responsibility	Name of Governor	Liaising with	Reporting to
Chair of Governing Body	Yvonne Asquith	Principal	N/A
Vice Chair of Governing Body	Natalie Dodds	Chair of Governors	Governing Body
Academisation and Legal	David O'Hara	Principal	Governing Body
Curriculum, Quality and Data	Vikki Garratt	Principal and VP	Governing Body
Enrichment	Natalie Dodds	Assistant Principal	Governing Body
Finance	Damien Briscoe	Principal and Director of Business and Development	Governing Body
Governor Training/Development	Katherine Fergusson	LA Governor Training	Governing Body
Health & Safety Monitoring	David O'Hara	Director of Business Development	Governing Body
Stakeholder Engagement	David O'Hara	Principal	Governing Body
Pupil Premium and Disadvantaged	Heathe Haigh	Assistant Principal: Raising Achievement	Governing Body
Safeguarding	Vikki Garratt	Assistant Vice Principal	Governing Body
SEND	Yvonne Asquith	Assistant Vice Principal	Governing Body
Website, IT & HR	Visseh Pejhan-Sykes	Director of Business Development	Governing Body
Transition	Vacancy	Assistant Vice Principal	Governing Body
Post-16	Natalie Dodds	Assistant Principal	Governing Body
Careers	Natalie Dodds	Assistant Vice Principal	Governing Body
Behaviour	Vikki Garratt	Principal	Governing Body

These terms of reference agreed by the Governing Body:	20 September 2018
Date Delegation Agreed:	10 July 2025
Date of review:	July 2025 (or sooner if necessary)



10. Lead Governors' Specific Responsibilities

The following are the specific responsibilities of Lead Governors:

Chair	• Help ensure that the Governing Body retains a strategic focus (with particular regard to school improvement). • Develop the team and integrate it with staff. • Co-ordinate own annual 360 performance review and performance review for all Governors. • Coordinate performance management of the Principal. • Distribute leadership across the governing body. • Ensure effective policy review. • Represent the Governing Body in dealings with stakeholders.
Vice Chair	• Stand in for the Chair at Governing Body Meetings. • Be responsible for any duties delegated from the Chair.
Academisation and Legal	• Ensure a clear understanding of up-to-date legislation regarding academisation of schools. • Work with SLT and GB to ensure there is a good, shared understanding of academisation and its potential impact on the school.
Curriculum, Quality and Data Lead	• Work with SLT and GB to ensure there is a good, shared understanding of data available to the school. • Ensure Pupil Premium statement is updated and published on the school website. Assist with developing a system understanding of the origins of the outcomes achieved. • Support the development of system and process improvements that might influence outcomes. • Support the SLT in the development of systems and processes that will support staff in developing a culture of continuous improvement. • Monitor CPD process and effectiveness. • Agree and approve curriculum linked policies.
Enrichment Lead	• Evaluate the extra-curricular and enrichment opportunities available for pupils. • Review effectiveness of the opportunities and feedback to GB.
Finance Lead	• Undertake regular budget review/monitoring. • Operate as required within the scheme of delegation. • Ensure all finance related policies are in place and adhered to on behalf of GB. • Conduct SFVS annually and ensure an action plan is in place. • Ensure Pupil Premium funding is spent effectively and monitor its impact. • Draw up the budget for approval by the GB. • Explore different expenditure options and assess expenditure bids. • Monitor and adjust in year expenditure levels. • Evaluate the effectiveness of financial decisions. • Review the school's policy on charging and remissions annually. • Review the school's policy on charging for lettings of school buildings annually and consider, promote or monitor other revenue raising activities. • Forecast likely future pupil rolls and income levels. • Ensure accounts are properly finalised at year end, reviewing outturn. • Administering the school's voluntary private fund. • Agree the format of the financial information to be provided to the full GB and any statutory timescales for this information.



Governor Training and Development Lead	- Ensure new Governors are properly inducted and given a training package and an appropriate mentor. - Undertake a regular review of succession planning. - Maintain the Skills Matrix (ensuring Governors update it as necessary) and identify training gaps. - Maintain the Governor Training and Development record ensuring Governors update it following training. - Arrange in-house training when necessary. - Liaise with Business Manager/SLT to ensure training budget is monitored.
Health & Safety Lead	- Ensure a clear understanding of up-to-date legislation regarding H&S in schools and the workplace. - Ensure a clear understanding of specialist H&S areas eg COSHH. - Work with SLT to ensure all required H&S processes, procedures and risk assessments are in place. - Work with SLT to ensure all required H&S policies are monitored, incidents appropriately dealt with and recorded and required actions taken.
HR Lead	- Undertake regular reviews and update the GB on the performance management cycle of the staff. - Work with the SLT to review staff pay and conditions. - Agree policy and procedures for staff conduct and discipline and ensure they are adhered to on behalf of the GB. - Work with SLT to recommend an appropriate staffing structure to the GB for approval. - Work with SLT to ensure effectiveness of the recruitment, selection and appointment of staff. - Monitor school staff wellbeing.
IT Lead	- Work with the staff member overseeing the school IT systems and the GB to ensure there is a clear understanding of how IT can enhance the outcomes for the school. - Work with the GB to ensure they are maximising the IT systems available to them via Office 365 and OneDrive.
Stakeholder Engagement Lead	- Ensure stakeholder views are considered via the annual Parent Survey and feedback to GB. - Monitor progress of actions from Survey. - Ensure GB are engaging with parents and using the methods of communication effectively.
SEND Lead	- Ensure that the school's notional SEN budget is appropriately allocated to support pupils with SEN. - Give up-to-date information to the governing body on the quality and effectiveness of SEN and disability provision within the school. - Help to review the school's policy on provision for pupils with SEN. - Have a clear working knowledge of the SEND Code of Practice. - Be aware of their school's systems for SEND provision. - Build a good working relationship with the school's special educational needs coordinator (SENCO).
Safeguarding Lead	- Ensure a clear understanding of up-to-date legislation regarding safeguarding of children and young people including for example Prevent, British Values and CSE. - Undertake regular relevant training to keep knowledge up to date. - Work with SLT and GB to ensure there is a good shared understanding of safeguarding. - Work with SLT to ensure all required safeguarding processes and procedures are in place and monitor their effectiveness.



- Monitor pupil wellbeing and behaviour.

Authorisation Levels and Delegations

	Operations Manager	Director of Business Development	Vice Principal	Principal	Finance Lead +1	Borough Secretary	Governing Body
Contracts: (To including entering into, continuation and cessation)							
Over the value of £214,904 (Subject to receipt of 4 tenders and a Notice in the Official Journal of the European Community. Refer to BMBC CPR's 2019)						X	X
Between £70,001 and £214,904 (All procurement above £70,001 in total contract value must be performed through open competition. Refer to BMBC CPR's Amendments November 2019 Section 8.9 and BMBC Financing Schools; 2.11)					X	X	X
Between £10,001 and £70,000 (Subject to a minimum of 3 written quotations and, where appropriate, invite at least two local businesses to quote. Refer to BMBC CPR's Amendments November 2019 Section 8.8 and BMBC Financing Schools; B3.2)				X	X		
Between £2,501 and £10,000 (Ensure value for money and, where possible, prioritise the placing of orders with local businesses. Refer to BMBC CPR's Amendments November 2019 Section 8.7 and BMBC Financing Schools; B3.2)			X	X			
Up to £2,500 (Subject to receiving at least 1 written quotation accepted by order)			X	X			
Virements:							
Over £10,000					X		
Between £2,501 and £9,999				X			
Up to £2,500			X				
Staffing:							
Approve financial forecasts of staffing levels for future year(s) including teaching and associate staff							X
Approval of staffing structure annually							X
Approval of changes to staffing which represent a variation to the agreed structure within the agreed budget				X			
Approval of changes to staffing which represent a variation to the agreed structure in excess of the agreed budget					X	X	
Approval of implementation of grade changes						X	



Authorisation Levels and Delegations

	Operations Manager	Director of Business Development	Vice Principal	Principal	Finance Lead +1	Borough Secretary	Governing Body
Staffing:							
Authorisation of voluntary and compulsory redundancy severance payments which are £5,000 or greater above the standard payment expected as set down within policy					X	X	
Appoint at least one Governor to the selection panel for the recruitment of all Senior Leaders						X	
Appoint members of the Governing Body to the selection panel for recruitment to Principal /Vice Principal posts							X
Approval of the use of incentive allowances up to £1,500				X			
Approval of the use of incentive allowances over £1,501					X	X	
Assets:							
Authorise the disposal of assets over £5,000 (sale proceeds)					X		
Authorise the disposal of assets up to £4,999 (sale proceeds)			X	X			
Outstanding Debts:							
Write-off for outstanding debts over £251							X
Write off outstanding debts up to £250		X	X	X			
Use of Petty Cash:							
Authorise the use of petty over £301					X		
Authorise the use of petty cash up to £300		X	X	X			
Reporting and Recording:							
Receive termly reports on the financial position of the school							X
Prepare month end/year end returns	X						
Authorise month end/year end returns including payroll and providing reports to the Governing Body and Principal as required			X	X	X		
Report gifts and/or hospitality to the Governing Body		X	X	X			
Report the outcome of annual independent audits to the Governing Body in relation to the private school fund		X	X	X	X		
Complete and/or review annually the School's Financial Value Standard (SFVS) and Internal Control and Governance Assurance Self-Assessment document		X	X	X			



Authorisation Levels and Delegations

	Operations Manager	Director of Business Development	Vice Principal	Principal	Finance Lead +1	Borough Secretary	Governing Body
To approve annually the School's Financial Value Standard (SFVS) and Internal Control and Governance Assurance Self Assessment document							X
Other areas of delegation:							
Approve charges for the hiring of the school premises		X			X		
Sign all cheques and authorise all payments (2 authorised signatories required*)		X	X	X			
Other areas of delegation:							
Ensure adequate arrangement are in place for security and control of stores and equipment		X	X	X			
Refer of any urgent matter for decision to the Chair and/or Vice Chair of the Governing Body between meetings with urgent matters reported at the next available meeting		X	X	X			
Ensure the integrity of manual and computerised accounting systems and procedures within the school including adequate separation of duties	X	X		X			
Ensure compliance with financial regulations		X	X	X	X		
Take responsibility for effective administration of private school funds	X						
Maintain financial records ensuring an adequate audit trail is in place	X	X					
Follow financial procedures as laid out in the Local Authority Fair Funding Scheme and other related policies and/or procedures	X	X					
Process all financial transactions relating to the school budget and private school funds in accordance with financial regulations, audit requirements and the approved Scheme of Delegation	X	X		X			
Maintain financial records ensuring an adequate audit trail is in place	X	X					
Annual review of the responsibilities for each Lead Governor							X

If the HR Lead and/or Finance Lead are unavailable the Chair and/or Vice Chair can act as substitute. Where 2 signatures are required this must always be different people.

** Authorised signatories are currently the Principal, Vice Principal, Director of Business Development*



Policy Authorisation Levels and Delegations

		Principal	Link Gov	Gov body	Chair
Policy	LA				
Admissions Post 16 S				X	
Charging and Remissions S			X		
Data Protection S			X		
Biometrics S				X	
Complaints S				X	
Capability S	X		X		
ECTs S				X	
Disciplinary Policy S	X		X		
Allegations of abuse against staff Teacher's Pay S	X		X		
Teacher's Pay S	X			X	
Accessibility S			X		
Child Protection and Safeguarding S				X	
Children with health needs who cannot attend school S				X	
SEN S				X	
Supporting students with medical needs S			X		
Behaviour S				X	
Health and Safety S				X	
Equality statement and objectives S				X	
Governors Allowances S				X	
Instrument of Government S				X	
Careers S				X	
Provider Access statement			X		
Anti-Bullying			X		
Appraisal			X		
Attendance and Punctuality			X		
Attendance, students with additional needs			X		
Whistleblowing			X		
CCTV and Surveillance			X		
Drug and Alcohol			X		
Emergency Evacuation Plan			X		
Exam Policy			X		
Suspension and Exclusion S				X	
First Aid S				X	
Governing Body terms of reference				X	
Acceptable use of ICT			X		
Code of Conduct	X		X		
Dignity at work			X		
Disability Impairment Related leave			X		
Domestic Abuse	X		X		
Dress code		X			
Grievance	X		X		
Leave of absence		X			



Policy Authorisation Levels and Delegations

		Principal	Link Gov	Gov Body	Chair
Policy	LA				
Maternity and Adoption Leave non-teaching	X		X		
Photography and video			X		
Privacy notices			X		
School closure	X		X		
Staff and student relationship guidance			X		
Supporting disabled staff at work			X		
Maternity and adoption leave for teaching	X		X		
Conflict of interest			X		
Record management			X		
Lock down procedures			X		
Parent Code of Conduct				X	
Menopause Policy				X	
Managing Attendance			X		
Looked After Children				X	
Allegations of Abuse against staff			X		

11. Terms of Reference for the Collaborative Working Committee

Overview of the Purpose of the Joint Committee

1. A selection of Governors/IEB Members chosen from schools that have adopted collaborative working arrangements, to undertake functions delegated by the Full Governing Board, usually where the Governing Board does not have enough impartial Members to deal with a matter.
2. To liaise and consult with other Committees where necessary.
3. To consider safeguarding and equalities implications when undertaking committee functions.

Quorum

- The Committee can determine its own quorum, however (by Law) this must not be less than 3 Governor members of the Committee.

Procedures

1. The Committee will only meet as and when required.
2. The membership of the joint committee will be chosen from a pool of Governors/IEB Members of schools that have adopted collaborative working arrangements.
3. The membership should not include Governors/IEB Members who have any prior knowledge of the issue. This specifically relates to complaints, disciplinary hearings/appeals, although this list is not exhaustive.



4. Governors/IEB Members will be chosen to serve on the joint committee, as follows:
5. priority given to the Chair/Vice-Chair of the hosting Governing Board unless he/she has prior knowledge of the issue;
6. other members to be chosen in alphabetical order, beginning with A, subject to eligibility and availability.
7. The Chair of the Committee must be appointed by the Governing Board or elected by the Committee, as determined by the Governing Board. *It is recommended that the Chair/Vice-Chair of the hosting Governing Board be appointed to this position, if they are a member of the committee.*
8. In the absence of the Chair, the Committee shall choose an Acting Chair for that meeting from among their number.
9. The Governing Board must appoint a Clerk to the Committee, who must not be the Principal.
10. Meetings should not be clerked by a person who is not seen to be impartial (for example by the complainant, the parents of the excluded pupil or the staff member making an appeal).
11. In the absence of the Clerk, the Committee shall choose a Clerk for that meeting from among their number.
12. Any decisions taken must be determined by a majority of votes of Committee members present and voting – no vote can be taken unless a majority of those present are Governors.
13. The Committee meetings will not be open to the public and the minutes shall be confidential and available only to those that were in attendance at the meeting.
14. A summary report of the meeting outcome will be provided at the next ordinary meeting of the full Governing Board.

Joint Committee Functions

1. To discharge jointly any functions which may be delegated under the School Governance (Collaboration) (England) Regulations.
2. To apply the School Staffing (England) Regulations where the Governing Boards have made arrangements to discharge their functions jointly in respect of any of their functions relating to individual members of the school staff,
3. To determine the outcome of the issue.
4. To work with the Local Authority on all related issues.
5. To reimburse members of the joint committee with their travel and subsistence expenses in line with the host school's Governors' Expenses Policy

12. Code of Conduct for Penistone Grammar School Governing Body

This code sets out the expectations on and commitment required from school governors in order for the governing body to properly carry out its work within the school and the community.

The Governing Body has the following core strategic functions:

- 1) Establishing the strategic direction by:
 - Setting the vision, values, and objectives for the school
 - Agreeing the school improvement strategy with priorities and targets - Meeting statutory duties
- 2) Ensuring accountability by:
 - Appointing the principal
 - Monitoring progress towards targets
 - Performance managing the principal
 - Engaging with stakeholders
 - Contributing to school self-evaluation
- 3) Ensuring financial probity by:
 - Setting the budget



- Monitoring spending against the budget
- Ensuring value for money is obtained
- Ensuring risks to the organisation are managed

As governors we agree to the following:

Role & Responsibilities

- We understand the purpose of the Governing Body and the role of the principal.
- We accept that we have no legal authority to act individually, except when the Body has given us delegated authority to do so, and therefore we will only speak on behalf of the Governing Body when we have been specifically authorised to do so.
- We will support all decisions made by the Governing Body. When we hold a dissenting view will always articulate the view of the majority and the process in reaching a decision. If expressing any dissenting view this will always be given in the context of the decision and we will state our support for the majority decision
- We have a duty to act fairly and without prejudice, and in so far as we have responsibility for staff, we will fulfil all that is expected of a good employer.
- We will encourage open government and will act appropriately.
- We will consider carefully how our decisions may affect the community and other schools.
- We will always be mindful of our responsibility to maintain and develop the ethos and reputation of our school. Our actions within the school and the local community will reflect this.
- In making or responding to criticism or complaints affecting the school we will follow the procedures established by the Governing Body.
- We will actively support and challenge the Principal.

Commitment

- We acknowledge that accepting office as a governor involves the commitment of significant amounts of time and energy.
- We will each involve ourselves actively in the work of the Governing Body, and accept our fair share of responsibilities, including service on committees or working groups.
- We will make full efforts to attend all meetings and where we cannot attend explain in advance why we are unable to. Governors are expected to attend at least 90% of meetings and if they have not done so in any academic year, they and the governing body will consider if their continued service is in the best interest of the students (taking account of the reason for their absence).
- Each governor will maintain a school e mail account and review that account at least three times per week. All emails should be responded to within given deadlines. Where holidays or illness mean that this is not possible, details of the governor's non-availability should be shared with other governors in advance.
- We will get to know the school well and respond to opportunities to involve ourselves in school activities.
- We will visit the school, with all visits to school arranged in advance with the staff and undertaken within the framework established by the Governing Body and agreed with the principal.
- We will consider seriously our individual and collective needs for training and development and will undertake relevant training. In particular we will each have or arrange as soon as practical:
 - A working knowledge of the Governance Handbook
 - Attend suitable induction courses
 - Attend a course on Raise on-line and ALPS or demonstrate to the satisfaction of the Governor responsible for training that we have sufficient experience in these two areas.
 - Take responsibility for our own CPD and develop a personal learning plan that meets those needs. The plan will be agreed with the governor responsible for training.
 - Attend the courses that the Governing Body or the member responsible for governor training determines that the Governor should attend.
- We accept that in the interests of open government, our names, terms of office, roles on the governing body, category of governor and the body responsible for appointing us will be published on the school's website.
- Each governor will join:



- The Barnsley Governors Association (BGA)
- The National Governors Association (NGA)
- Each governor will keep up to date with developments in the education and governance including:
 - Subscribing to updates from the BGA and NGA
 - Reading such documents that the governor responsible for governor training recommends (for example changes in OFSTED guidance or significant DfE regulations)
- All Governors will take part in annual review of their performance.

Relationships

- We will strive to work as a team in which constructive working relationships are actively promoted.
- We will express views openly, courteously and respectfully in all our communications with other governors.
- We will support the chair in their role of ensuring appropriate conduct both at meetings and at all times.
- We are prepared to answer queries from other governors in relation to delegated functions and take into account any concerns expressed, and we will acknowledge the time, effort and skills that have been committed to the delegated function by those involved.
- We will seek to develop effective working relationships with the principal, staff and parents, the local authority and other relevant agencies and the community.

Confidentiality

- We will observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils, both inside or outside school
- We will exercise the greatest prudence at all times when discussions regarding school business arise outside a Governing Body meeting.
- Minutes will record which governor made particular statements
- Minutes will not record which governor voted for/against individual resolutions

Conflicts of interest

- We will record any pecuniary or other business interest (including those related to people we are connected with) that we have in connection with the Governing Body's business in the Register of Business Interests, and if any such conflicted matter arises in a meeting, we will offer to leave the meeting for the appropriate length of time. We accept that the Register of Business Interests will be published on the school's website.
- We will also declare any conflict of loyalty at the start of any meeting should the situation arise.
- We will act in the best interests of the school as a whole and not as a representative of any group, even if elected to the Governing Body.

Breach of this Code of Conduct

- If we believe this code has been breached, we will raise this issue with the chair and the chair will investigate; the Governing Body will only use suspension/removal as a last resort after seeking to resolve any difficulties or disputes in more constructive ways.
- Should it be the chair that we believe has breached this code, another governor, such as the vice chair will investigate.

The Seven Principles of Public Life

(Originally published by the Nolan Committee: The Committee on Standards in Public Life was established by the then Prime Minister in October 1994, under the Chairmanship of Lord Nolan, to consider standards of conduct in various areas of public life, and to make recommendations).

Selflessness	Holders of public office should act solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.
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Integrity	Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.
Objectivity	In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.
Accountability	Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.
Openness	Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.
Honesty	Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.
Leadership	Holders of public office should promote and support these principles by leadership and example.

Adopted by the Governing Body of Penistone Grammar School on:

July 2025





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