

July 2012 Bulletin Board

The National Governors' Association is an independent charity representing state school governors – one of the largest volunteer groups in England – from both local authority maintained schools and academies. This monthly NGA bulletin board is distributed to local governor associations and co-ordinators of governor services who are members of the NGA so that they can keep local schools up to-date. It is intended to update governing bodies on our work, the changes and developments in governance and active government consultations. So, please help to keep others informed by sharing and distributing this widely.

If you are not a member of NGA and have found this bulletin useful, this is only a fraction of the information NGA produces for governors; please consider joining us: see section G.

If you have any comments on this bulletin or suggestions for future editions, please contact laura.owen@nga.org.uk.

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A. Cover Story

A Guide to Recruiting and Selecting Headteachers

NGA has worked with National College to update its resources on recruiting a headteacher and in June jointly published a short guide which can be downloaded at <http://www.nga.org.uk/Resources/Useful-Documents/A-Guide-to-Recruiting-and-Selecting-a-New-Headteac.aspx>

The booklet includes information on what options are available to you, including where to find the relevant sources of legal guidance. It walks you through each stage of the process, from preparation, advertising the position, attracting good candidates, selecting people for a short list and ultimately appointing a new headteacher.

Please feel free to pass this onto other governing bodies who are considering their future plans on recruiting.

We are also compiling examples of job descriptions, job specification and recruitment exercises which will be available on line: if you have any material or experiences you are able to share, please email gillian.allcroft@nga.org.uk.

B. TES and NGA Survey Results

In June, the NGA and TES held an annual survey which was answered by nearly 1,400 governors. Many questions were similar to last year, enabling us to make comparisons over time. The most outstanding result was the change in confidence in the coalition government; last year, 40% of respondents were happy with government performance. Since then, this has halved, and over three quarters of governors felt that cuts to local authority services were damaging their school. However, despite this, over 80% felt they still had access to high quality training.

Over half of governing bodies have between 12 and 16 governors, with equal numbers (24%) larger and smaller than this size. The government will be disappointed that nearly 90% have no plan to change the governing body size or composition, even though almost 60% are finding it difficult to attract governors with suitable skills (an increase of 15% on last year). We were pleased that 72% of governing bodies already carry out skills audits and 83% have a code of conduct. For more information on skills audits or a model code, please see www.nga.org.uk; we will also be producing more information on the opportunity to amend size and composition before September.

You can read more about the survey in the NGA report, coming soon to our website, or in September's *Governing Matters*.

<http://www.tes.co.uk/article.aspx?storycode=6259023>

C. Education News

1. Another new inspection framework from September

Following a consultation, Ofsted has released its new inspection framework, which will take effect from September 2012. There are a number of changes to the January 2012 framework, although refreshingly Ofsted has taken account of concerns expressed by consultees about some of its proposals. The four areas of inspection remain the same (achievement, quality of teaching, quality of leadership and management, and behaviour and safety of pupils), but the grading system is changing.

To be rated as 'outstanding', schools will have to have 'outstanding' teaching. To reflect the view that 'good' is the acceptable standard of education, the category of 'satisfactory' will be replaced with 'requires improvement.' Schools that 'require improvement' will usually be re-inspected within two years and if the school remains in that category for three consecutive inspections, it is likely to be placed in 'special measures.' Inspectors will also look at anonymised teacher performance appraisal data.

Notice of an inspection will be given usually on the afternoon of the working day before the start of the inspection – one of the areas in which Ofsted amended its original proposals.

Inspectors will be instructed to examine the impact of leaders at all levels, including governors. Inspectors will evaluate how effectively governors challenge and hold senior leaders to account for all aspects of the school's performance and will consider how well governors:

- ensure clarity of vision, ethos and strategic direction
- contribute to the school's self-evaluation and understand its strengths and weaknesses
- support and strengthen school leadership
- use performance management systems, including the performance management of the headteacher, to improve teaching, leadership and management
- ensure solvency and probity and that the financial resources made available to the school are managed effectively
- operate in such a way that statutory duties are met and priorities are approved
- engage with key stakeholders
- use the pupil premium and other resources to overcome barriers to learning.

After the inspection team has reached its conclusions, the judgements will be presented and briefly explained to representatives of those responsible for governance at the school and the senior leadership team. This is welcome; NGA has asked Ofsted to consider holding feedback meetings at the end of the working day so that more governors can attend.

The NGA will be producing a briefing paper on the new framework. This will be available to NGA members on our website.

<http://www.ofsted.gov.uk/resources/framework-for-school-inspection-september-2012>

1. Ofsted Statistics

Ofsted published its termly statistics on maintained schools (both LA and academies) - the first set published under the inspection framework introduced in January. Between January and March 2012, 9% of schools were judged inadequate, compared with 6% over the course of the 2010/11 inspection year. Giving some credence to the view that those inspected at the start of a new framework are treated more severely, of the schools inspected in January, 6% were placed in special measures, compared to just 2% of those inspected in March.

<http://www.ofsted.gov.uk/resources/official-statistics-maintained-school-inspections-and-outcomes>

2. New draft Primary Programmes of Study in English, Maths and Science

June saw the Secretary of State for Education, Michael Gove, announce new draft programmes of study for maths, English and science for children of primary age as part of an informal consultation. The current attainment levels (i.e. those used for assessment at the end of Key Stages 1 & 2) will be removed. There will be higher expectations placed on children in each subject and a new system will be put in place for assessing children's achievement in the Key Stage 2 tests. The new programmes of study will set out the content that children will be expected to master, year on year, in maths, science and the grammar of the English language. In maths children will be expected to know their times table to 12 x 12 by year 4. In English the emphasis will be on phonics, grammar and spelling.

It is planned to introduce the new programmes by September 2014. There will be a formal consultation in the autumn following comments received during this informal consultation.

The detail of the new assessment regime for primary age children has not yet been determined and will be set out in the later more formal consultation. It was also announced that there would be a consultation on plans to introduce a requirement for primary schools to teach a foreign language to pupils over seven years of age.

You can read more about this and all other stories in the NGA newsletter.

1. Birthday Honours

Congratulations to everyone who received an honour in the Queen's birthday list. Special congratulations go to Professor John Adams, vice president of NGA, who was awarded an MBE for his services to education. In total, 9 school governors have been honoured. We would also like to congratulate Keir MacDonald, managing director of Educare, who also received an MBE. Educare works with NGA to produce the First Certificate test based on our induction guide *Welcome to Governance*.

Please do consider nominating governors who have made a significant contribution to school improvement.

D. NGA News

2. June Poll

Thank you to everyone who voted in the June poll on:

'Do you think that teachers who add the most to pupil performance should be paid more?'

43% Yes (156) 3% Yes, but... (14) 50% No (180) 1% Don't know (7)

3. July Poll

A new poll is now on the NGA home page. Please vote:

'Has your governing body revised your school's Teacher Appraisal policy?'

4. Sir Michael Wilshaw's address to the NGA Conference

NGA was pleased to welcome Her Majesty's Chief Inspector to our conference. Sir Michael began:

"I am optimistic about what we can do if we learn from our best teachers, headteachers and governors – those who are never satisfied until their schools are as good as they can be. Together, I hope we can do much more to close gaps in standards for pupils from different backgrounds. I also know that this is your mission as governors as well."

He set out three reasons for his optimism, one of which was "strong governance is increasingly transforming schools and building effective partnerships." He went on to explain the forthcoming changes to the Ofsted framework (see above), and outlined a renewed emphasis on governance:

“We are taking our inspection of governance very seriously. It will feature prominently in the new inspection handbook and training for inspectors on this issue will take place in July...the evaluation will focus on how governors ensure the school has a clear strategic direction. It will examine how governors support and challenge school leaders and hold them to account for the quality of teaching and pupils’ achievement, behaviour and safety and where a school both requires improvement and also has weak leadership and management, inspectors may recommend that there should be an external review of governance arrangements.”

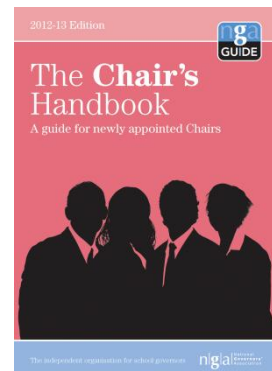
The full speech can be found at www.nga.org.uk/events/Policy-Conference.aspx.

5. *The Chair's Handbook* is now available!

The Chair's Handbook is now available! The new edition has been redesigned and contains up to date details on legislation and regulations. It is fully applicable to all school governors. You can order your copy online from the NGA website (www.nga.org.uk), or call the office on 0121 237 3780.

Members: £6.50
Non-members: £10

Discounts available for bulk orders (please ring the office for details).



6. Call for nomination for the NGA Board of Trustees

The closing date for nominations to NGA’s Board of Trustees is approaching: 18.00 on 31 July 2012.

Nomination forms and details of what being an NGA Director entails can be obtained from the NGA office via email governorhq@nga.org.uk or by ringing 0121-237-3780. Alternatively details can be downloaded from the About Us section of the NGA website. www.nga.org.uk

E. DfE Consultations since the last bulletin (closing dates are for DfE)

1. [Consultation on Revised Safeguarding Statutory Guidance](#)
Closing Date: Tuesday 4 September 2012
2. [Regulations for removing the duty on maintained schools to follow the Information and communication technology \(ICT\) National Curriculum Programmes of Study, Attainment Targets and statutory assessment arrangements](#)
Closing Date: Wednesday 11 July 2012

To view the consultations, please go to <http://www.education.gov.uk/consultations/index.cfm>.

NGA is always interested in hearing governors’ views on these and other topics; please e-mail any comments, or copies of any submission you make to NGA’s policy manager: Gillian.allcroft@nga.org.uk.

F. NGA Partners

TES Prime

TES Prime is part of the TSL group, which publishes the Times Educational Supplement. TES Prime is a dedicated leadership recruitment service for the education sector, working with primary, secondary and independent school governors seeking a new leader for their school. TES Prime provides a range of services, from writing, designing and placing a recruitment advert, producing a candidate pack promoting the school and creating a job description and application form, to providing psychometric testing and interview coaching sessions. For a highly targeted campaign, TES Prime conduct searches to specifically target the best candidates. Following this they provide post-appointment coaching sessions for the new leader to ensure that they are fully prepared for the challenge ahead.



National College for School Leadership

The National College will be opening the second application round for National Leaders of Governance (NLG) in the coming weeks and is asking potential applicants to express their interest.

Email chair.ofgovernors@nationalcollege.gsi.gov.uk to

receive more information on eligibility criteria and application dates.



School Governors' One-Stop Shop Survey Results

In the May/June edition of *Governing Matters*, we reported on the results from the SGOSS survey of school governors. The final report has now been published and is available to download.

<http://www.sgoss.org.uk/publications.html>



G. NGA Membership Benefits

Governing bodies can join the NGA to receive more benefits. Every governor will gain access to the members' only area of the website, and receive the weekly newsletter.

GOLD governing body membership: £250 ensures in addition that every governor receives NGA's magazine *Governing Matters*; free induction guides, additional event places, and is entitled to advice from the NGA, including **access to our legal service**.

Standard governing body membership: £70 entitles you to five free copies of the bi-monthly magazine, discounts on publications, and a free place at members' events as well as the weekly newsletter and web resources.

Make sure your association is receiving all its benefits. If you have not yet given us the names, home addresses and email addresses of your executive members, or if these have changed, please send details to: membership@nga.org.uk.