



STEP Academy Trust

Governor Induction Policy

Date of Policy: Autumn 2018

Review: Summer 2021

This Policy has been agreed by STEP Academy Trust Board of Trustees and applies to all member Academies.

STEP Academy Trust recognises the importance of having a strategy to recruit and induct new governors to each Academy and to its' Strategic Governing Body. Publicising the role of the Strategic Governing Body and keeping key stakeholders informed of the work being undertaken can help to demystify the role. Providing opportunities for prospective governors to sit in on a governors' meeting (excluding confidential items) can give an indication of what is involved.

Aim

This Policy is designed to provide support from STEP Academy Trust, the academy and Strategic Governing Body to help governors settle in to their role. That may help to persuade those who may be concerned that they may lack relevant skills.

The strategy for inducting governors will be informed by the use of exit interviews.

The Clerk has an important role to play in introducing the new governor to the work of the Strategic Governing Body and the Head Teacher has a crucial role to play in helping new governors to understand the unique context in which they will be working.

The Chair of the Strategic Governing Body will:

- allocate an experienced governor to mentor any new governor wishing to take advantage of this support. The mentor will co-ordinate the induction;
- agree with other governors the key documentation that would enable a new governor to gain an understanding of the Academy and the role of governors;
- ask the Clerk to create a file containing all the agreed documents (see Appendix) in time for the meeting of new governors and their mentors. STEP Academy Trust will review at regular intervals what documentation it will provide, and at what stage, so that new governors are not overwhelmed.

The Clerk will:

- provide the new governor with the STEP Governor Induction Pack, including details of governor training/development opportunities;
- Liaise with STEP's ICT team to set up a STEP email address for the new governor and advise him/her how to access this;
- Set up a profile for the new governor on STEP's online governance management platform (The Trust Governor) and provide guidance on how to use it;

- Liaise with the new governor to arrange:-
 - Completion of a declaration of interest form
 - A Disclosure and Barring Service check (via Academy Business Manager)
 - Provision of a STEP Governor lanyard (via Academy Business Manager)
 - The new governor's signature of the Undertaking to STEP Academy Trust (at first SGB meeting)
 - A photograph and brief biography for the academy websites

The mentor will:

- Ideally before the first full Strategic Governing Body meeting, meet the new governor(s) and take them through the induction pack explaining the significance of each document;
- In addition to outlining the contents of the file, cover in that initial meeting:
 - The areas of work covered by the Strategic Governing Body and will encourage the new governor to take his/her time to consider where s/he might like to focus; e.g. lead governor roles
 - The value of attending training for new governors.

The Head Teacher will:

- Invite each new governor to the Academy to meet with him/her, tour the Academy and be briefed on current priorities. This is important even if the new governor is already familiar with the school – for example as a parent. Being a governor brings different responsibilities.

Training

An essential element of being an effective governor is regular attendance at training and development sessions. STEP Academy Trust asks its governors to attend induction training provided by the local authority, and either in-house or online Safeguarding training as soon as possible after appointment. The Trust also encourages its governors to participate in its programme of bespoke training, which supports governors in monitoring all aspects of performance and dealing with many issues that can occur within academies across the Trust. Clerks will provide details as part of the STEP Governor Induction Pack.

The Trust's Governance Team will support governors in keeping up to date with national changes in education.

APPENDIX

The Clerk/Mentor will provide new governors with the following documentation and if, following the briefing meeting, the new governor has questions, s/he will be advised who to contact.

| Item | Refer to |
|---|----------------------|
| STEP Articles of Association | Clerk |
| STEP Scheme of Delegation (Including SGB Terms of Reference and Lead Governor Job Descriptions) | Clerk |
| STEP Child Protection and Safeguarding Policy & DfE document 'Keeping Children Safe in Education' | Clerk |
| STEP email set up guide | Clerk |
| Trust Governor (online Governance Management platform) set up guide | Clerk |
| Strategic Governing Body Meeting Schedule | Clerk |
| STEP Declaration of Interest Form (for governors' completion) | Clerk |
| Undertaking to the STEP Academy Trust (for governors' signature) | Clerk |
| Local Authority and STEP Governor Training Dates | Clerk |
| Governor Visits Policy | Clerk |
| NGA Guidance on School Visits | Clerk |
| Trustee & Governor Expenses Policy | Clerk |
| Academy Improvement Plans for each academy | Clerk/Head Teachers |
| Academy Self-Evaluations | Clerk/Head Teachers |
| SGB Membership/Email List | Clerk |
| Minutes of the last two SGB meetings | Clerk |
| The two most recent Head Teacher reports to Governors | Clerk |
| STEP Compass Priorities | Clerk |
| List of Education Acronyms | Clerk |
| List of Academy Staff and their responsibilities | |
| The most recent Ofsted Reports | Mentor/Head Teachers |
| Latest school performance tables/data reports | Mentor/Head Teacher |
| STEP Complaints Policy and information on how to access STEP and Academy Policies (STEP and Academy websites) | Mentor |