

Committees

Business Committee	Standards & Achievement committee	Pay Committee
Bob Lowe (Chair)	Graham Luccock (Chair)	Graham Luccock
Mark Davies	Chris Boyes	David Hopps
David Hopps	Sharon Gardner	Bob Lowe
Karin Miller	Jayne O'Grady (Head Teacher)	Pay Appeals Committee
Michaela Marfleet	Elizabeth Parry	Cheryl Smith
Amanda Nicholson	Cheryl Smith	Mark Davies
Jayne O'Grady	Nicholas Wheeler	
Staff links: Jayne O'Grady Michelle Curtis	Staff links: Jayne O'Grady, Kath Chapple James Reeve, Louise Rainey, Adam Cree, Isobel Walter	Staff links: Jayne O'Grady
Area of responsibility	Governor	SLT/staff links
Leadership and management	Graham Luccock, David Hopps,	Jayne O'Grady
Data Tracking and pupil progress	Graham Luccock,	Louise Rainey, Ian Flanagan Smith
School Finance	Bob Lowe, David Hopps,	Michelle Curtis
Buildings and premises	Mark Davies, Michala Marfleet	Michelle Curtis
SEN and support	Elizabeth Parry	Isobel Walter
Safeguarding & Behaviour	Graham Luccock	James Scully
Quality of teaching and Learning	Cheryl Smith	James Reeve, Kath Chapple
Transition KS2-3 /KS4-5 and events	Chris Boyes	James Scully/Charlotte Hulton
Pupil Premium and Attendance	Sharon Gardner	Adam Cree
Health and Safety	Karin Saenz Miller Michala Marfleet	Jayne O'Grady/ Michelle Curtis
Careers	Amanda Nicholson	Jonathon Williams

Meetings

Governors' meetings 2018-2019		
Full Governing Body (Data)	11 th September 2018	6.00 pm
Business	25 th September 2018	6.00 pm
Head Teacher Pay Review	16 th October	4.00 pm
Pay review committee	16 th October 2018	6.00 pm
Standards & Achievement (Data)	14 th November 2018	6.00 pm
Business	20 th November 2018	6.00 pm
Full Governing Body	11 th December 2018	5.00 pm (training first)
Standards & Achievement (Data)	22 nd January 2019	6.00 pm
Business	26 th February 2019	6.00 pm
Standards & Achievement (full)	5 th March 2019	6.00 pm
Full Governing Body	26 th March 2019	5.00 pm (training first)
Standards & Achievement (Data)	7 th May 2019	6.00 pm
Business	18 th June	6.00 pm
Full Governing Body	25 th June	6.00 pm
Standards & Achievement (Full)	2 nd July 2019	6.00 pm

Attendance (NB: Vicky Duncan resigned December 2017 and attend 2 FGB meetings and a PDC meeting)

Governor	Board meetings	Committee meetings	Training sessions	Visits
Jayne O'Grady	1	1	1	N/a
Graham Luccock	1		1	
David Hopps	1		1	
Chris Boyes	1			
Mark Davies	1			
Sharon Gardner	1			
Robert Lowe	1			
Karin Saenz Miller	1			
Michaela Marfleet	1			
Amanda Nicholson	1			
Liz Parry	1			
Cheryl Smith	1			
Nicolas Wheeler	1			
2017-2018	Board meetings	Committee meetings	Training sessions	Visits/other
Jayne O'Grady	5	10	4	N/a staff
Graham Luccock	5	4	4	6
David Hopps	5	4	4	9
Chris Boyes	5	2	2	7
Mark Davies	5	2	2	/
Sharon Gardner	5	2	2	7
Robert Lowe	5	4	4	7
Karin Saenz Miller	5	1	/	1
Michaela Marfleet	5	2	1	4
Amanda Nicholson	5	2	1	4
Liz Parry	5	4	4	N/a staff
Cheryl Smith	4	4	4	4
Melanie Vance	5	3	3	2
Nicolas Wheeler	4	4	3	4

Chair of Governors Annual Statement

The last academic year for Sale High School was exceptional for several reasons. We welcomed our new Head teacher, Jayne O`Grady, in September 2017, we forged links with other schools to examine whether the School should be part of a Multi Academy Trust (MAT) and this work is still ongoing. Our student numbers grew remarkably and the upward trend continues this September. Most importantly, our students achieved some of the best results in the new style GCSEs this summer. We congratulate them and their teachers, parents, carers and supporters for their outstanding performance.

The School always tracks our students` progress and destinations after they leave. The governors receive regular reports from our senior staff on progression and destinations. We have clear information for a higher proportion of students than the national and local School average. Everyone at the School is very keen that students maintain contact with the School and we trust that they are ambassadors for us in the wider world of education, training and employment.

Our new Head teacher, Jayne O`Grady has had a very busy and successful year. Jayne rapidly took up the reins of office and we have all been extremely pleased that it has been a seamless transition for her and the School. I would like to thank her for the unstinting efforts she has made to lead the School on its journey to excellence. Our achievements and GCSE results are the culmination of hers and her staffs` commitment, drive and ingenuity. It demonstrates how serious we are as a whole School community in educating all our students to the highest standards and preparing them for the next steps in their lives.

As always, I would like to thank my fellow governors who consistently commit their time both at formal meetings and in the life of the School generally. Each governor carries a particular themed responsibility, which entails meeting senior members of staff on a termly basis to contribute to improvement and challenge practice where applicable. We welcomed several new governors this year, which we all feel has strengthened the governing body. Their expertise in education policy, Human Resources, data management and governorship is a boost to our combined knowledge.

As always, there have been several challenges for governors and leaders in the School. Our most pressing need is capital money to improve the school estate, which shows increasing wear and tear. Whilst there have been some basic improvements this summer, further substantial funds are required to make the accommodation anywhere near modern and up to scratch. This is one of the key reasons for pursuing the concept of being part of a MAT. If we do decide to join or form a MAT then we will be able to apply for a significant sum of money for estate improvement from the Department of Education.

Needless to say the sands of national education policy continue to shift and we receive regular reports from the Head Teacher on any new developments. The new system of purely exam -based GCSEs has no doubt been a challenge for our recent students and we can only hope that this will settle soon for those following them. In spite of the upheaval we have, as reported above, met the challenges effectively and our above average achievements speak for themselves.

Finally, I would like to wish all our students, staff and governors who have moved on to pastures new the very best from Sale High School. We are very proud of you and want to thank you for your contributions to school life and the improvement we are making each year. I trust that this will continue for many years to come!

Graham Luccock

Chair of Governors

Code of Conduct and Expectations

Code of Conduct for School Governing Board

This code sets out the expectations and commitment required from school governors in order for the governing board to carry out its work within Sale High School and the community. The Code of Conduct applies to all level of school governance.

The School's Board of Governors (also known as the Governing Body) has the following core strategic functions:

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

Ensuring accountability, by:

- Appointing the head teacher
- Monitoring progress towards targets
- Performance managing the head teacher
- Engaging with stakeholders
- Contributing to school self-evaluation

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

The Seven Principles of Public Life

As Governors' we will strive to abide by the Seven Principles of Public Life, which was originally published by the Nolan Committee. The principles are:

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.

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.

As individuals on the board we agree that:

Role & Responsibilities

- We understand the purpose of the board, its core strategic functions and the role of the headteacher.
- We will actively support and challenge the headteacher.
- We accept that we have no legal authority to act individually, except when the board has given us delegated authority to do so, and therefore we will only speak on behalf of the governing board when we have been specifically authorised to do so.
- We accept collective responsibility for all decisions made by the board or its delegated agents. This means that we will not speak against majority decisions outside the governing board meeting.
- 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 always be mindful of our responsibility to maintain and develop the ethos and reputation of our school.
- We understand that our actions within the school and the local community will reflect this. We will, therefore, consider carefully how our decisions may affect the community and other schools.
- In making or responding to criticism or complaints affecting the school we will follow the procedures established by the governing board.

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 board, and accept our fair share of responsibilities.

- We understand that we are expected to attend all Full Governing Body meetings. We understand that we will also be nominated to be a member of at least one of the sub-committees (Standards and Achievements; Business; and Pay Review).
- We understand that we are also expected to make ourselves available to attend staff and pupil disciplinary meetings and ad hoc working groups and these meetings may need to be convened at short notice.
- We acknowledge that a programme of governor meetings is agreed before the start of each academic year and we will make full efforts to attend all meetings and where we cannot attend explain in advance why we are unable to. We acknowledge that regular non attendance may result in disciplinary action.
- We will get to know the school well and respond to opportunities to involve ourselves in school activities. We will aim to attend at least one school events per academic year (such as presentations, parents evenings, sports and arts events).
- 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 board and agreed with the headteacher. In addition to regular visits to meet with the “Link” member of staff, we understand that we should participate in at least two other events each year to enable us to understand the nature and culture of the school and its pupils (such as Super Learning Days, Book Reviews etc).
- We will consider seriously our individual and collective needs for training and development, and will undertake relevant training.

Relationships

- We will encourage open governance and will act appropriately.
- We will seek to develop effective working relationships with the headteacher, staff and parents, the local authority and other relevant agencies and the community.
- 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.

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 board meeting.
- We will not reveal the details of any governing board vote.

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 board's business in the Register of Business Interests. We understand that the Register of Business Interests will be published on the school's website.
- We will also declare any conflict of interest at the start of any meeting should the situation arise. If any such conflicted matter arises in a meeting, the Chair may ask the governor to withdraw from the meeting for the appropriate length of time
- We will act in the best interests of the school as a whole and not as a representative of any group, even if the governor has been elected to represent a particular group.

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 board 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.

October 2018