

St Peter's CE Junior School
GOVERNING BODY TERMS OF REFERENCE



Agreed by Governing Body:	17 th Sept 2009	Due for review:	September 2010
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1. Aims and Accountability

- 1.1 The over-riding purpose of the governing body is to help the school provide the best possible education for its pupils.
- 1.2 It is accountable to those who established and fund the school and also to parents and the wider local community for the way it carries out its functions.
- 1.3 The governing body is responsible for determining the aims and overall conduct of the school. This includes deciding, with the Headteacher,
 - how the school should develop in order to maintain and improve its standards of education, and
 - approving the broad policies and procedures which will support that development.
- 1.4 The governing body is constituted according to the current Instrument of Governance (reconstituted 1st Sept 2004)

2. Collective Responsibility

- 2.1 The governing body is a corporate entity and acts as a group. In certain circumstances, individual governors may have formally delegated powers to act on their own.
- 2.2 Each governor has an equal right to participate and to state their view, while respecting the views of others. The strength of the governing body lies in their ability to work together as a team of individuals with individual skills and strengths.
- 2.3 Governors are elected or appointed by different stakeholder groups, and, by this means, reflect the community they serve, without being delegates.

3. Delegated Powers

- 3.1 In addition to responsibilities retained at governing body level by regulations, the governing body will not delegate:
 - Approval of the school strategic plan or School Improvement Plan
 - Approval of the first annual budget in each financial year.
- 3.2 Approval of the annual online School Profile will be delegated, but every governor will be given the opportunity to comment before it is published on the Ofsted website.

3.3 Governing body powers which are delegated to the committees are as follows:

3.3.1 Finance and General Purpose Committee:

- 3.3.1.1 Authorisation of payments or expenditures when necessary, without limit, where these are within the scope of the agreed budget, conform to the School Strategic and Development Plans, and do not involve decisions on policy.
- 3.3.1.2 Discretionary payments, up to limits published in the F&GP Terms of Reference, cumulative (until the next full governing body meeting, when approval must be given before further payments can be authorised).

3.3.2 Personnel Committee

- 3.3.2.1 To determine, approve and keep under review policies relating to the recruitment, selection, appointment, promotion, review, grievance, discipline, redundancy, remuneration and terms and conditions of employment of all staff.
- 3.3.2.2 To review and set the salaries and conditions of service of all staff and to advise the Governing Body on the implication of any changes in employment legislation affecting the school, in consultation with the Headteacher.
- 3.3.2.3 To ensure that the School's performance management policy is operating effectively, and to review it annually.