

WORMLEY C of E PRIMARY SCHOOL (VC)

With God, all things are possible
Have Faith, Show Respect, Take Responsibility and Achieve



Terms of Reference for Committees of the Governing Board

Policy last reviewed - Autumn 2025

Policy next review - Autumn 2026

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General

A. Membership and Chairing

1. All governors will be a member of one of the two main sub committees of the Governing Body.
2. The Chair of Governors, Vice Chair of Governors and Headteacher have the right to attend, or may be invited to, any committee meeting. Interested governors may attend any meeting as observers if not otherwise included.
3. All committees will have a clerk appointed by the governing board.
4. The committees will elect a chair and a vice chair from among the members of the committee. In the absence of the chair, the vice chair will act as chairman for that meeting.
5. Committees may invite non-governors to attend, but in a non-voting capacity.

B. Voting and Quorums

1. Only governors can vote in the Full Board of Governors, but appointed Associate Members can also vote in committee meetings. No vote may be taken at any meeting where Associate Members outnumber governors.
2. For all committees, quorum will be a minimum of three governors.
3. Decisions of the board and its committees are made by a majority of the votes of the governors present and voting on the decision in question.
4. The requirement to be present at the meeting means that proxy voting or voting in advance of a meeting is not permitted. However, governors can be present “virtually” eg by telephone. GoogleMeet or Teams.
5. School Improvement and Resources Committee meetings are held remotely. Full Board of Governors meetings are all held in person, except for the September business meeting which is held remotely. Governors are expected to attend these meetings in person, but if, in exceptional circumstances, they can only attend remotely, this needs to be discussed with the Chair of Governors with sufficient notice before the meeting. If the Chair of Governors is unable to attend the meeting in person, the meeting will be chaired in person by the Vice Chair or another nominated governor.

C. Minutes and Meetings

1. Minutes of meetings will record those present, the date and any decisions, action points or recommendations. Any recommendations must be written in such a way as to offer the governing body a clear proposal or alternatives to debate and decide upon.
2. The minutes represent a record of governors’ deliberations and decisions, and, as such, may be reviewed by others (eg inspectors or auditors) as a means of determining how governors have undertaken their role in scrutinising matters and reaching decisions. While the minutes need not be a verbatim account of discussions, or necessarily attribute views expressed, or issues raised, to individual governors, if they do not adequately record a sense of the governors’ deliberations and scrutiny of matters considered, then they will not necessarily serve as a record of governors’ input to the management of the school.
3. Minutes will be circulated to all members of the committee and the chairs of other committees as soon as possible after the meeting, and to all governors with the agenda of the next governing body meeting.
4. The committees will meet some weeks in advance of each full governing board meeting and at other times necessary to fulfil their duties.

D. Functions

1. The purpose of committees is to enable the governing board to effectively fulfil its key roles in a time efficient way. Each committee will consider matters as set out in its terms of reference or as requested by the governing board, taking advice as appropriate.
2. Each committee has powers delegated to it by the governing board. The governing body will modify and approve these powers as it sees fit and the delegated powers will then form part of the terms of reference for that committee.
3. For committees other than the Resources Committee – any decisions which require a spending commitment over and above agreed budget provision must be referred to the Resources Committee. The chair should also check before committing expenditure to ensure that there is no change in the financial position.

E. Procedures and Training

1. The membership of the committees will be determined at the first meeting of the governing board in the autumn term. Casual vacancies will be filled at the first available governors' meeting. The terms of reference of the committees will be reviewed annually.
2. The normal procedures and regulations of the governing body also apply to its committees.
3. Members of the committee should take steps to maintain and develop their knowledge and skills, for example by attending appropriate training and meetings. Governors on the Resources Committee should ensure they are adequately inducted in their responsibilities for the school's financial management, and a formal assessment of the collective competence of the governing body in financial management is maintained (SFVS - Schools Financial Value Standard).

Full Board of Governors

Membership: All governors

Quorum: 50% of the governing board

The Board will meet every term and is responsible for whole school performance and will ratify all committee decisions. The board will:

1. Ensure focus on our core governance functions, namely:
 - Ensuring there is clarity of vision, ethos and strategic direction
 - Holding executive leaders to account for the educational performance of the school and its pupils and the performance management of staff
 - Overseeing the financial performance of the school and making sure its money is well spent
 - Ensuring the voices of stakeholders are heard
2. Set a robust process and framework for setting priorities, creating accountability and monitoring progress. This will include:
 - Review of the schools' vision and Christian distinctiveness
 - Review of the development of the School Development Plan and termly updates on achievement

- Review of Safeguarding arrangements and provision for children with Special Educational Needs and Disability (SEND)
 - Ensure that the school respects the diversity of our community in all aspects of its work
 - Review of Headteacher's termly reports
 - Development and review of the School's Evaluation Form (SEF) and the SIAMS SEF
 - Review of reports from external reviews
 - Develop and maintain a Governor Visits policy, assign designated lead roles for governors and receive reports from these governors
 - Scrutinise national data annually, eg Analyse School Performance (ASP)
 - Develop and maintain a scheme of delegation to committees with clear terms of reference and for finance, with clear limits of authority
3. Appoint a Chair and Vice Chair of the board
 4. Appoint a Clerk to the board and to the two main sub committees
 5. Appoint a panel of at least two suitably qualified governors to undertake the Headteacher's performance management
 6. Ensure that training is available to support the development of skills and professionalism of governors
 7. Review its own effectiveness and develop plans for improvement

Resources Committee

Membership: About 50% of governors including Headteacher and at least one parent governor.

Quorum: Three governors.

The sub-committee will meet every term and report to the full governing board meeting. The committee has responsibility delegated by the governing board to:

A – Finance

1. Review an annual budget, ensuring resources are allocated in line with the school's strategic priorities and curriculum plans
2. Maintain a realistic three-year financial plan, which takes into account the school's vision, known risks and opportunities
3. Present an annual budget to the full governing board for approval
4. Monitor actual income and expenditure at least once a term against the approved budget
5. Benchmark income and expenditure against that of similar schools, considering comparative performance and opportunities to improve efficiency
6. Ensure that sufficient funds are allocated for staff pay increments
7. Report back to each meeting of the full governing board, alerting them to potential problems and significant variations to the approved budget at the earliest opportunity
8. Monitor spending of pupil premium, PE and sport premium (and other relevant premiums); ensuring that funding is spent effectively and is having the intended impact on pupil outcomes
9. Review and approve any adjustments to the school's approved budget (subject to the local scheme of delegation)
10. Approve expenditure and virements of sums above sums t that are delegated to the headteacher

11. Undertake detailed scrutiny and recommend approval of the Schools Financial Value Standard (SFVS) and undertake actions identified as part of the SFVS
12. Ensure local authority financial procedures are complied with
13. Receive and act upon any issues identified by a local authority audit
14. Ensure that the school follows basic procurement rules and achieves best value for money when acquiring goods and services
15. Assess the school's insurance cover to ensure that it provides adequate protection against risks

B - Staffing

16. Review the staffing structure of the school annually, ensuring that it meets the requirements the school development plan, the curriculum and is affordable
17. Consider applications from staff for variation to contract (such as secondments, early retirement, leave of absence, reduced working hours and flexible working requests)
18. Review staff work-life balance, working conditions and wellbeing, including monitoring staff absence rates
19. Ensure that staffing procedures (including recruitment procedures) comply with equality legislation and safer recruitment practice
20. Monitor the provision of staff training and CPD, ensuring sufficient budget is allocated

C - Premises, health and safety

21. Ensure that safeguarding policies, procedures and training is effective and complies with the law at all times, having regard to statutory guidance Keeping Children Safe in Education
22. Ensure appropriate risk assessments are carried out and reviewed on a regular basis, particularly in response to changes in equipment or circumstances
23. Monitor the completion of actions and recommendations arising from risk assessments
24. Review the school's accessibility plan
25. Receive an annual health and safety audit report and monitor any arising actions
26. Receive a regular report on accident statistics, near misses, incidents of violence or aggression
27. Ensure that a process is in place to approve educational visits, ensuring that health and safety planning and risk assessments have been undertaken for them
28. Ensure that inspections of the school site, buildings and equipment take place (annually and at appropriate intervals), and a report is received identifying any issues
29. Monitor the health and safety training that staff and governors undertake
30. Review, adopt and monitor all policies delegated by the board

School Improvement Committee

Membership: About 50% of the governing board including a governor employed by the school and at least one parent governor

Quorum: Three governors

The sub-committee will meet every term and report to the full governing board meeting. The committee has delegated responsibility by the governing board to:

1. Review the curriculum offer, ensuring that statutory requirements are met

2. Ensure that the curriculum offer reflects the school's vision and its values
3. Ensure that the curriculum meets the needs of **all** pupils regardless of ability, age, sex or ethnicity.
4. Ensure that the requirements of pupils with special educational needs and disabilities (SEND) are met, as laid out in the Code of Practice.
5. Ensure that the curriculum provides opportunities for pupils to become physically confident in a way which supports their health, wellbeing and fitness.
6. Ensure that required information relating to the school's curriculum (and careers programme where relevant) is published on the school's website
7. Monitor and evaluate the results of pupil's learning in terms of progress and attainment and how well pupils perform in examinations and assessments.
8. Evaluate the impact of the curriculum in terms of pupils' preparedness for the next stage of education and employment and how they are given the knowledge, skills and attributes needed to manage their lives now and in the future
9. Monitor and review the progress and attainment of specific groups of pupils including those in receipt of pupil premium funding and pupils with SEND.
10. Monitor and evaluate the impact of continuing professional development on the quality of teaching.
11. Monitor and review the impact of the school's pastoral policies and consider current and emerging patterns, trends and risks relating to pupil and staff wellbeing, behaviour and attendance
12. Monitor and review the engagement of pupils, parents and the wider community in promoting and improving educational performance and wider outcomes for all pupils
13. Advise the Resources Committee on the funding priorities necessary to deliver the curriculum.
14. Consider recommendations relating to teaching and learning from external reviews of the school (eg, Ofsted or local school improvement advisers), and ensure an appropriate plan is in place to act on any recommendations.
15. Review and monitor any policies delegated by the full governing board

Pay Committee

Membership: At least three governors, excluding governors employed by the school

Quorum: Three governors

The committee will meet at least once a year and will report to the full governing board. The committee has delegated authority from the governing board to:

1. Monitor the annual pattern of pay progression at each level having regard to:
 - The correlation between pay, quality of teaching and outcomes for pupils
 - The expectation of differentiated pay
 - The need to reward good performance and also to ensure underperformance is dealt with robustly
2. Oversee the operation of the appraisal policy, including making arrangements for the headteacher's performance management
3. Ratify pay decisions for individual teachers as required by the Pay Policy, taking into account the recommendations contained on Performance Management Review Statements from the Headteacher or the appointed panel of governors, for the Headteacher's pay
4. Deal with Pay appeals

Staff Grievance Committee

Membership: All governors, excluding governors employed by the school

Quorum: Three governors

The committee will meet as required and will:

- 1 Consider matters and make decisions relating to staff grievance in accordance with agreed school procedures.

Staff Discipline Committee

Membership: All governors, excluding governors employed by the school

Quorum: Three governors

The committee will meet as required and will:

1. Consider matters and make decisions relating to staff discipline in accordance with agreed school procedures

Appeals Committee

Membership: All governors, excluding governors employed by the school

Quorum: Three governors.

The committee will meet as required and will:

1. Hear appeals against decisions of the Staff Grievance Committee about staff grievances, in accordance with agreed procedures.
2. Hear appeals against decisions by the Headteacher in relation to staff discipline and dismissal.
3. Make any determination or decision under the governing body's agreed school procedures

Pupil Discipline Committee

Membership: All governors, excluding governors employed by the school

Quorum: Three governors.

The committee will meet as required and will:

1. In accordance with statutory requirements, consider the actions of the Headteacher in excluding a pupil; consider representations made by parents/carers; and determine whether the exclusion should be upheld or whether the pupil should be reinstated.

Pre-school Management Committee

Membership: Headteacher, Assistant Headteacher, a member of the school Finance team, one governor, parents and other community members

Quorum: Three members

The Committee will meet once a term and will report to the full governing board meeting. The Committee will:

1. Manage and oversee Wormley Pre-school in accordance with Pre-school constitution document. The aims of the Pre-school are to enhance the development and education of children primarily under statutory school age by offering appropriate play, education and care facilities for all children whatever their race, culture, religion, means or ability.
2. Ensure that it fulfills its obligations within the partnership agreement between Wormley C of E Primary School (VC) and Wormley Pre-school.
3. Comply with the policies of Wormley C of E Primary School (VC), save where there is need for an addendum to reflect the individual circumstances of the Pre-school.
4. Where there is oversubscription for places, ensure that admissions are administered in accordance with the agreed Pre-school's agreed admissions policy.

Signed and agreed by the governing board on 29 September 2025:

Governor Representative: ___ K Trew _____

SLT Representative: ___ T Gaiteri__ ____