

THE WESTGATE SCHOOL

Hampshire's First 4-16 'All Through' School

*"The Westgate School is a community of learners where partnerships inspire success for all:
learning together – achieving excellence"*

Headteacher: Mrs F A Dean, MA (Ed)

Initial Policy date	March 2010	Next scheduled review	July 2026
Governor approved	July 2024	Key person/people	Chair of Governors
Model Policy	Yes	Model localised	
Pupil leadership team review		Y / N N/A	

GOVERNORS' TRAINING

Aims

Governors need to be equipped with the skills and knowledge to support the Headteacher and employees in ensuring the school is run efficiently and produces the best quality education for the pupils.

Governors aim to fulfil **the four core strategic functions of governance**

- 1) Ensuring clarity of vision, ethos and strategic direction
- 2) Holding executive leaders to account
- 3) Overseeing financial performance
- 4) Stakeholder engagement

Principles

In order to achieve these functions, we commit to principles of self-evaluation and improvement, in order to:

- deliver core functions in an effective, ethical and accountable way
- assure compliance
- continuously improve
- achieve improved outcomes for pupils

Practice and Procedures

To meet the above aim the Governing Body will:

- Appoint a Development and Training Governor (DTG) at the last full governing body meeting of each academic year.
- Have training on the agenda of all governing body meetings.
- Ensure the funding provided for governor training is fully utilised and provide further financial support, if required, to meet the training needs of its governors.

- Take up any action points identified through training aimed at improving its performance and monitor their effectiveness.
- Have a whole governing body training session every year.
- Will meet all reasonable travelling, subsistence and child-care costs related to the attendance of training courses.

To meet the above aim governors will:

- Attend the Induction for New Governors course. This should preferably be within six months of commencing their term of office.
- Attend a Safeguarding course within 12-18 months of appointment.
- All governors to attend the annual school-based Safeguarding update training in September by the Designated Safeguarding Lead. If unable to attend to watch the recording. Governors to record on training their record.
- Undertake Cyber Security E-learning once at induction and Prevent E-learning at induction and then repeat every 3 years.
- Attend courses and carry out E Learning relevant to the committees on which they sit and any specialist role(s) they may hold (SEND, Inclusion, Safer Recruitment, Finance, Health and Safety, Pupil and Employee Disciplinary panels) This should preferably be completed within one year of taking on the role but it is recognised that convenient courses may not always be available within this timescale. Give a report on all training sessions attended at the next governors' meeting they attend.
- Share course papers with colleagues.
- Attend the whole governing body training session.

To meet the above aim the DTG and/or Chair of Governors will:

- Undertake the school-based induction of all new governors.
- Keep relevant resource materials to support the governing body's training function.
- Actively promote training within the governing body.
- Keep accurate records of the attendance at training evenings for all governors.
- Undertake periodic training needs analysis based on skills audits
- Ensure that training information is distributed to governors as quickly as possible.