



Board of Education
Diocese of Chelmsford

Good Governance of a Church School

With
Governance Consultant
MIKE SIMMONDS



Camera Mute Chat

Good Governance of a Church School

Learning Page

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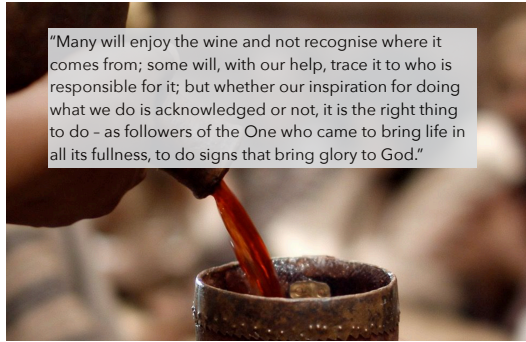
Educating for
Wisdom, Knowledge
and Skills

Educating for
Hope and Aspiration

*'Life in all
its fullness'*

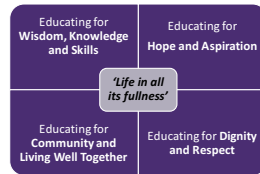
Educating for
Community and
Living Well Together

Educating for Dignity
and Respect

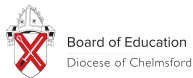


"Many will enjoy the wine and not recognise where it comes from; some will, with our help, trace it to who is responsible for it; but whether our inspiration for doing what we do is acknowledged or not, it is the right thing to do - as followers of the One who came to bring life in all its fullness, to do signs that bring glory to God."

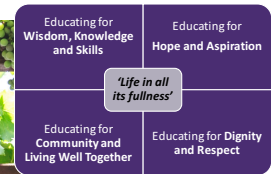
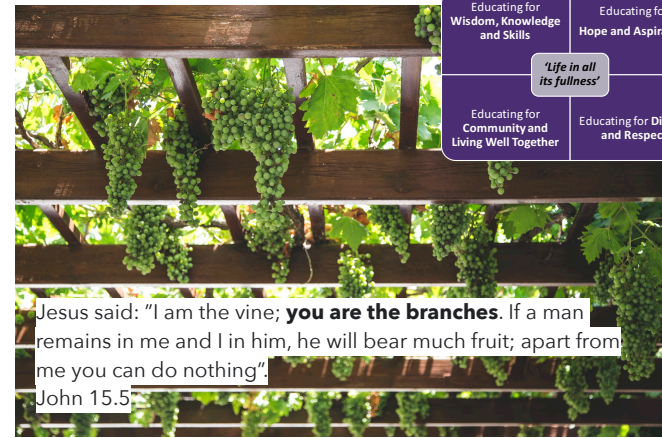
Deeply Christian, Serving the Common Good



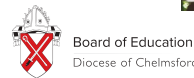
"The God of all creation is concerned with everything related to education wisdom, truth and knowledge; the learning and teaching of understanding, virtues, and habits that shape individuals, families and communities; the worth of each person; what is passed on from one generation to another; in whom and what people trust; what people hope for; and more...."



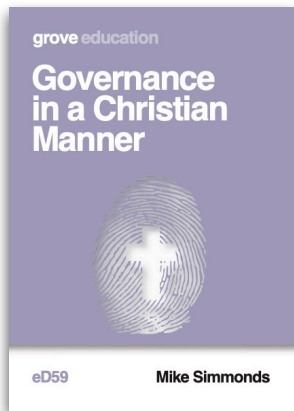
GOOD GOVERNANCE OF A CHURCH SCHOOL



Jesus said: "I am the vine; **you are the branches.** If a man remains in me and I in him, he will bear much fruit; apart from me you can do nothing".
John 15.5

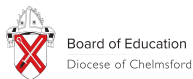


GOOD GOVERNANCE OF A CHURCH SCHOOL



"...governing in a Christian manner takes on an even deeper meaning and purpose. Each key responsibility could be interpreted and managed practically and pragmatically. Whatever measurement is used, this can be effective and provide for a successful school. However, a governor developing their approach from the **foundation of a Christian mindset or worldview will bring an added dimension to their role.** This may have different meanings to different people and depends on their own journey of faith."

"The enterprise, in its furthest reaches, must somewhere bear the imprint of his touch, something of the whorls and configurations of his (Jesus) mark".
J Astley



GOOD GOVERNANCE OF A CHURCH SCHOOL



CALLED

Sharing in the mission, purpose and vision

CONNECTED

Part of a history, theology and provision within the country, church, Diocese and locality

COMMITTED

Pursuing the best for our staff and children with effective practices



The Golden Circle

© 2015 Simon Sinek, Inc.

- 1**
VOLUNTEERS -
AND AN
OPPORTUNITY
- 2**
SERVING THE
CHURCH, THE
DIOCESE AND THE
COMMUNITY
- 3**
SUPPORTING
CHANGE AND
CONTRIBUTING

Board of Education
Diocese of Chelmsford

GOOD GOVERNANCE OF A CHURCH SCHOOL

CALLLED

A means of using your experience and understanding in community service.

Joining in what God is already doing within education.

Listening to and heeding a sense of what God wants you to contribute.

Making a difference in a distinctively Christian context.

CALLLED
to be a governor?

Board of Education
Diocese of Chelmsford

GOOD GOVERNANCE OF A CHURCH SCHOOL

Educating for Wisdom, Knowledge and Skills	Educating for Hope and Aspiration
'Life in all its fullness'	
Educating for Community and Living Well Together	Educating for Dignity and Respect

CALLLED

MINISTRY - LEARNING - INFLUENCE

Pastoral **Practical** **Provision** **Prophetic**

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Diocese of Chelmsford

GOOD GOVERNANCE OF A CHURCH SCHOOL

CALLED

FOUNDATION GOVERNORS

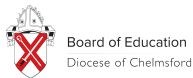
ensure that the **foundation** of the school/academy is sustained and developed

Nominated by PCC - Appointed by DBE

Theologically rooted Christian vision



- Preserve and deepen the **relationship with the Church and Diocese**
- Active in SIAMS
- Focused concern for RE & CW
- Applying Christian thinking to everything
- Committed to collective responsibility



Board of Education
Diocese of Chelmsford

GOOD GOVERNANCE OF A CHURCH SCHOOL



What I am hoping to contribute to the work of the school through being a governor?



CONNECTED

CONNECTED



There are **4,644** Church of England schools and **200** church schools in Wales. Church schools are supported by their local Diocesan Board of Education.

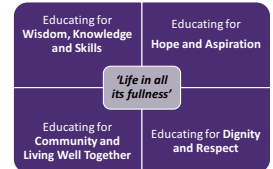
Approximately **1 million** children attend Church of England schools.

About **15 million** people alive today went to a Church of England school.

A **quarter** of primary schools and over **200** secondary schools are Church of England.

The Church is the biggest sponsor of academies in England.

22,500 Foundation Governors in Church schools recruited, trained and supported by dioceses.



Church of England Vision for Education
Deeply Christian, Serving the Common Good



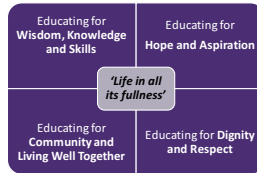
Board of Education
Diocese of Chelmsford

GOOD GOVERNANCE OF A CHURCH SCHOOL

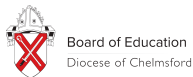
"Church Schools have the advantage not only of being part of a corporate school history that stretches back for 200 years but also of sharing in an ethos that draws upon 2000 years of story, reflection, wisdom and experience"

Cox, J. (2011) More than caring and sharing: Making a church school distinctive.

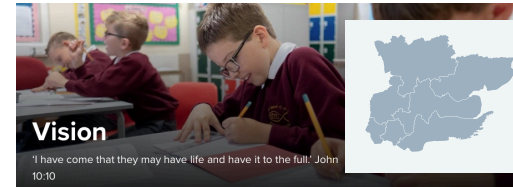
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Church of England Vision for Education
Deeply Christian, Serving the Common Good



GOOD GOVERNANCE OF A CHURCH SCHOOL



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The Church of England
in Essex and East London
Diocese of Chelmsford

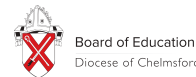
Supporting 138 richly diverse Church Schools across the diocese. From the inner-city boroughs of East London, to rural villages within the Essex countryside.

We are empowered, through the mission of God, to support and guide our family of schools, encourage collaboration, and celebrate success.

<https://www.cdbe.org.uk/about-us/vision>

Travelling Well Together

Our Diocesan Direction of Travel and Shared Values



GOOD GOVERNANCE OF A CHURCH SCHOOL



THE CHURCH OF ENGLAND
ARCHBISHOPS' COUNCIL

Certificate for the purposes of section 23(1) of the Diocesan Boards of Education Measure 2021¹

The DBE must, as required by section 2(1) of the Measure—

- (a) promote or assist in the promotion of education in the Diocese that is consistent with the faith and practice of the Church of England;
- (b) promote or assist in the promotion of religious education and religious worship in schools in the Diocese;
- (c) promote or assist in the promotion of church schools in the Diocese;
- (d) promote co-operation between itself and other persons concerned with education in the Diocese.



GOOD GOVERNANCE OF A CHURCH SCHOOL

The Education Adviser Team

CONNECTED



Carrie Prior
Director of Education



Katrina Carroll
Assistant Director of Education



Ruth Everett, School Adviser



Richard Hopkins – School Adviser & SIAMS



Maire O'Regan-School Adviser



Julie Sarti - School Adviser



Ann Sharp – Early Years Adviser



Helen Craig
Schools Adviser & Collective Worship Lead



GOOD GOVERNANCE OF A CHURCH SCHOOL

Church schools
Not Faith Schools

CONNECTED

Theologically rooted Christian vision

- Voluntary Aided
- Voluntary Controlled
- Federation
- Academies

- The vision and ethos of the school are distinctly Christian and permeate the life of the school and is theologically rooted
- Signs and symbols around the school demonstrate the link with the Christian belief
- Prayer and collective worship have an important place
- Leadership and governance shapes the culture of the school (everyone including Governors can articulate the Christian vision of the School)
- There is evidence of the wider relationships at Parish/Deanery/Diocesan level



GOOD GOVERNANCE OF A CHURCH SCHOOL

Governors

CONNECTED

Jesus said:
"You are the light of the world". Matthew 5 v 14

"the precious light of ordinariness must be allowed to shine on expert activities if those activities are to be healthy".
 Joan Sallis



RELATIONSHIPS
are the key to effectiveness



The body is a unit, though it is made up of many parts; and though all its parts are many, they form one body.

1Corinthians 12.12

CONNECTED



GOOD GOVERNANCE OF A CHURCH SCHOOL

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Theologically rooted Christian vision

The conversations about 'theological rootedness' could establish a firm foundation upon which to build

Scripture

Know your historic context	Know your Leaders vision
Know your local context	Know your schools needs

GOOD GOVERNANCE OF A CHURCH SCHOOL

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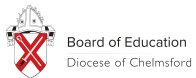
Theologically rooted Christian vision

Governing bodies must set the school's vision:

- in line with the school's mission, which is set by the relevant religious authority
- jointly with the relevant religious authority
- in accordance with any trust deed, as applicable

The governing body should ensure that it fulfils its functions in line with the mission set.

Maintained Schools Governance Guide (March 2024)

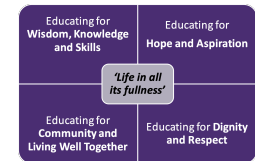


GOOD GOVERNANCE OF A CHURCH SCHOOL

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Church of England Vision for Education

Deeply Christian, Serving the Common Good
The Church of England Vision For Education



A Church school's theologically rooted Christian vision builds on this overarching aim. Its vision will be rooted in an understanding of what the community needs (its context) and in what the Christian faith teaches about that need .

Dr Margaret James - Grove Book



GOOD GOVERNANCE OF A CHURCH SCHOOL

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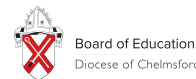
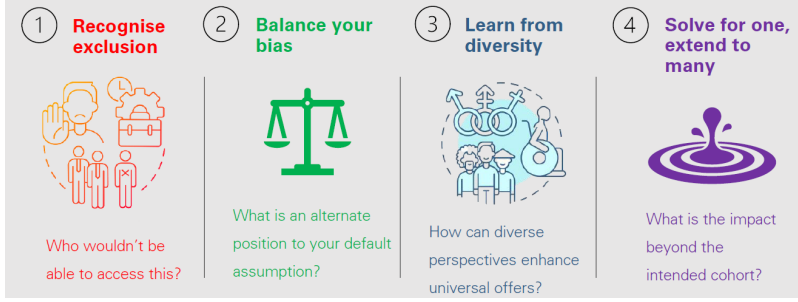
Balanced decisions require balanced opinions and experiences

We bring our difference to make a difference



CONNECTED

Making decisions: inclusion by design



GOOD GOVERNANCE OF A CHURCH SCHOOL



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Boards must be ambitious for all children and young people and infused with a passion for education and a **commitment to continuous school improvement** that enables the best possible outcomes. Governance must be **grounded in reality** as defined by both high-quality objective data and a full understanding of the views and needs of pupils/students, staff, parents, carers and local communities. It should be **driven by inquisitive, independent minds** and through conversations focussed on the key strategic issues which are conducted with **humility, good judgement, resilience and determination.**

Previous Governance Handbook



GOOD GOVERNANCE OF A CHURCH SCHOOL

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Governors

are the GUARDIANS and HERALDS of the vision...
ARTICULATE and EMBODY the vision

Cottrell, S. Hit the Ground Kneeling page 37

GOOD GOVERNANCE OF A CHURCH SCHOOL

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A Governing Body **must:**

- Act with integrity, objectivity and honesty in the best interests of the school
- Be open about the decisions they make and the actions they take and shall be prepared to explain their decisions and actions to interested parties

Maintained Schools Governance Guide (March 2024)

GOOD GOVERNANCE OF A CHURCH SCHOOL

1

Nolan Principles

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 benefits for themselves, their family or their friends.

2

Nolan Principles

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.

3

Nolan Principles

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.

4

Nolan Principles

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.

5

Nolan Principles

Openness

Holders of public office should be as open as possible about all the decisions and actions they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

6

Nolan Principles

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.

7

Nolan Principles

Leadership

Holders of public office should promote and support these principles by leadership and example.

The Beatitudes

"Blessed are the poor in spirit, for theirs is the kingdom of heaven.

Blessed are those who mourn, for they will be comforted.

Blessed are the meek, for they will inherit the earth.

Blessed are those who hunger and thirst for righteousness, for they will be filled.

Blessed are the merciful, for they will be shown mercy.

Blessed are the pure in heart, for they will see God.

Blessed are the peacemakers, for they will be called children of God.

Blessed are those who are persecuted because of righteousness, for theirs is the kingdom of heaven.

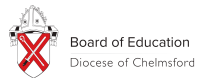
"Blessed are you when people insult you, persecute you and falsely say all kinds of evil against you because of me. Rejoice and be glad, because great is your reward in heaven, for in the same way they persecuted the prophets who were before you.

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'The Board needs to have its arms responsibly around the organisation without its fingers irresponsibly in it'
John Carver

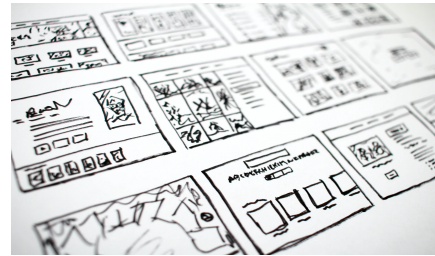


Governors are on the bridge steering the ship not downstairs tinkering with the engine room
(National Governance Association)



GOOD GOVERNANCE OF A CHURCH SCHOOL

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Strategic v Operational



GOOD GOVERNANCE OF A CHURCH SCHOOL

the vision, ethos and strategic direction of the school are clearly defined

the headteacher performs their responsibilities for the educational performance of the school

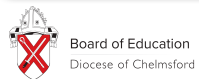
the sound, proper and effective use of the school's financial resources

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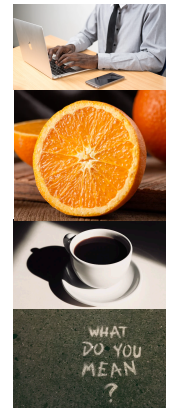
strategic oversight for the school's safeguarding arrangements.

Maintained Schools Governance Guide (March 2024)



GOOD GOVERNANCE OF A CHURCH SCHOOL

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- Understand your role and responsibilities**
Know your gaps - knowledge and skills and commit to addressing these through training and professional development
- Know your School and its context**
This includes the pupils, staff, parents, community, context, performance and ethos
- Build and develop good relationships**
This includes working with the Headteacher and the Governance Professional (Clerk)
- Hold executive leaders, headteacher and senior leaders to account**
Challenging questions
Courageous conversations



GOOD GOVERNANCE OF A CHURCH SCHOOL

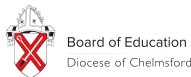
The chair is responsible for:

- **leading** the governing body and ensuring its **effectiveness**, with support from the vice chair and the governance professional
- **championing high standards of governance** and continuous improvement
- **setting and agreeing the governing body meeting agenda** with support from the senior executive leader and the governance professional
- having **honest conversations with governors...** who are not committed to or are ineffective in their role

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Maintained schools governance guide
Published 7 March 2024



GOOD GOVERNANCE OF A CHURCH SCHOOL



What governing boards and headteachers should expect from each other

updated 2022



GOOD GOVERNANCE OF A CHURCH SCHOOL

Getting the right people around the table

- The governing board is expected to:
- determine what size and composition works for them
 - conduct skills audits to identify skills gaps and development needs to be met, whether through recruitment or training
 - adopt transparent processes for recruiting and selecting governors, including interviewing prospective candidates
 - consider targeted recruitment to create a more diverse board
 - replace board members over time (to allow their second term of office), including timely succession planning for the chair

An effective chair and vice chair

The chair leads the governing board and ensures that it fulfils its functions well. The vice chair can be very important in sharing the leadership of the board, not only making the role of chair more manageable but also acting as a sounding board when there are challenges and opportunities to reflect on.

The chair and vice chair are expected to work together to facilitate the governing board working as a team and supporting all governors to participate actively and equally.

Developing skills and knowledge

The governing board is expected to prioritise and have a system in place for the induction of new governors, including signposting to relevant training as appropriate. This headteacher is expected to be part of the induction process. For example, by attending a welcome meeting and/or visit to the school(s).

The governing board is expected to remain proactive in developing its skills and knowledge. This means keeping up to date on its responsibilities and good practice, responding to the results of the skills audit and arranging training as appropriate. The headteacher is expected to encourage and support this. For example, through arranging joint training with the governing board and leadership team where appropriate.

6. Ways of working

The chair

The chair of the governing board is expected to:

- undertake regular and appropriate CPD
- seek external support as required
- support all governors to participate actively and equally
- ensure appropriate succession planning is in place
- avoid serving more than six years on the same board

The chair and headteacher relationship

The chair of the governing board and headteacher have equal responsibility for developing a professional relationship based on trust, mutual respect and a full appreciation of their respective roles and remits.

Working with the governance professional

The governing board and headteacher are expected to recognise the role of governance professionals (sometimes referred to as the clerk) and promote an effective working relationship. This means having due regard for the advice of the governance professional, supporting their CPD and ensuring the salary that they receive is commensurate with the service they deliver.

Monitoring visits

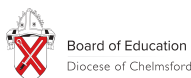
Governors are expected to visit their school(s) to gain an understanding of how the vision and strategy are being implemented and culture reflected in daily life. The headteacher is expected to encourage such visits and support with the arrangements.

Governors carrying out and supporting monitoring visits are expected to follow agreed protocols, which help ensure the visit is effective, conducted in the right spirit (ie not perceived as an inspection) and convenient to all parties.

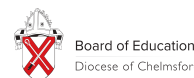
What governing boards and headteachers should expect from each other

updated 2022

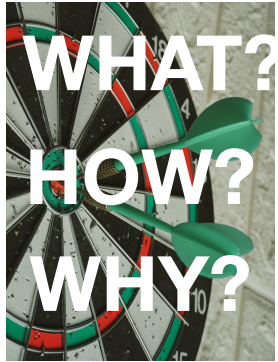
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GOOD GOVERNANCE OF A CHURCH SCHOOL



GOOD GOVERNANCE OF A CHURCH SCHOOL



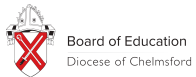
STRATEGIC QUESTIONS

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What are our priorities?

How are we doing?

Why are you....?



GOOD GOVERNANCE OF A CHURCH SCHOOL

Focused governor monitoring visits should be:

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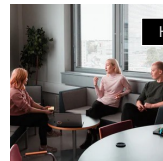
- in line with SIP priorities
- for an identified purpose linked to the governing body's responsibilities, such as safeguarding
- pre-arranged with the headteacher or executive headteacher

It is not the governing body's role to assess teaching and learning or to interfere in the day-to-day running of the school.

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GOOD GOVERNANCE OF A CHURCH SCHOOL



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GOOD GOVERNANCE OF A CHURCH SCHOOL

What you do with your body in the present matters, because God has a great future in store for it. And if this applies to ethics, as in 1Corinthians 6, it certainly also applies to the various vocations to which God's people are called. What you do in the present - by writing, preaching, singing, sewing, praying, teaching, building hospitals, digging wells, campaigning for justice, writing poems, caring for the needy, loving your neighbour as yourself, **governing, educating**, - all these things will last into God's future...They are part of what we may call building for God's kingdom.



"The Son of Man came to serve not be served..."

Mark 10.45

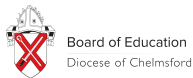


GOOD GOVERNANCE OF A CHURCH SCHOOL



"It's a terrible thing, I think, in life to wait until you're ready. I have this feeling now that actually no one is ever ready to do anything. There's almost no such thing as ready. There's only now. And you may as well do it now."

Hugh Laurie

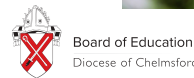


GOOD GOVERNANCE OF A CHURCH SCHOOL



A PRAYER FOR EDUCATION SUNDAY

Loving Lord,
We think of the children and young people close to our hearts
And know that they are precious in your sight,
fearfully and wonderfully made:
And so we place them into your hands today.
Strengthen and nurture them.
Be with them in their coming in and going out.
At home, at school, at college, at university,
In their sports, activities and clubs, their friendships and their quiet times.
Mould them in your image, forming and reforming,
Through the positive influence of those whose lives cross theirs,
Through the love and example of those who care for them,
And through the constant love of your Son, Jesus,
who walks alongside them each step of their lives, known or unknown.
Amen



GOOD GOVERNANCE OF A CHURCH SCHOOL

Education Department
DIOCESE OF CHICHESTER
LIVE LOVE FOLLOW

Board of Education
Diocese of Chelmsford

Diocese of Liverpool

present
GOVERNANCE PODCAST
FOR GOVERNORS OF CHURCH SCHOOLS
with
Mike Simmonds Dawn Harrison

For information: mike.simmonds@chichester.anglican.org.uk

grove education

Church School Governance

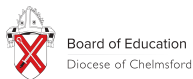
eD31 Mike Simmonds

grove education

Governance in a Christian Manner

eD59 Mike Simmonds

cdbe.org.uk/schools/publications



GOOD GOVERNANCE OF A CHURCH SCHOOL

Learning Page, downloads, and feedback
tinyurl.com/CDBEGoodGov
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Good Governance of a Church School



Board of Education
Diocese of Chelmsford

Governance Consultant
MIKE SIMMONDS
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Slides available from:
tinyurl.com/CDBEGoodGov
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