



The Rivers
C.of E. Academy Trust

Local Governing Body Terms of Reference

**ADOPTED BY RIVERS
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1. INTRODUCTION

1.1 The Rivers C of E Multi Academy Trust (the “Trust”) is governed by a Board of Directors (the “Directors”) who are accountable to the Department for Education and have overall responsibility and ultimate decision making authority for all the work of the Trust, including the establishing and running of the academies operated by the Trust.

1.2 The following academies are currently operated by the Trust:

Cranham Primary

Cutnall Green CofE First

Great Witley CofE Primary

Heronswood Primary

Northwick Manor Primary

St Clement’s CofE Primary

St Peter’s CE VA First

(each one the “Academy” or collectively the “Academies”).

1.3 In order to assist with the discharge their responsibilities, the Directors have established a Local Governing Body (“LGB”) for each of the Academies. The LGB shall be a committee established pursuant to Articles 100 to 104 (inclusive) of the Articles of Association of the Trust (the “Articles”).

1.4 The Directors may review these terms of reference at any time but shall review them at least annually.

1.5 These terms of reference may only be amended by the Board of Directors.

2. CONSTITUTION OF THE LGB

- 2.1 Members of the LGB shall be known as “governors”.
- 2.2 The Directors have the right to appoint such persons to the LGB as they shall determine from time to time
- 2.3 Subject to clause 2.2, the composition of the academies shall be as follows:
 - 2.3.1 the Headteacher or Head of School (as applicable) of the Academy (or the Executive Principal/CEO if no such person is appointed);
 - 2.3.2 up to 3 staff governors;
 - 2.3.3 up to 2 parent governors; and
 - 2.3.4 up to 7 community governors.
- 2.5 The procedure for the appointment and the removal of governors shall be as set out in Annex 1.

3. PROCEEDINGS OF THE LGB

The proceedings for meetings of the LGB shall be as set out in Annex 2.

4. RELATIONSHIP BETWEEN THE BOARD AND LGB

- 4.1 The LGB shall in carrying out its role:
 - 4.1.1 promote high standards and aim to ensure that students and pupils are attending a successful school which provides them with a good education and supports their well-being;
 - 4.1.2 be responsible to the Directors for its actions and follow the expectations of governors as laid down by the Directors;
 - 4.1.3 aim to establish that it is competent, accountable, independent and diverse that promotes best practice in governance; and
 - 4.1.4 aim to ensure that its governors promote and uphold high standards of conduct, probity and ethics.

- 4.2 The Directors shall support the work of the LGB by:
 - 4.2.1 setting a clear strategic vision to allow the LGB to set and achieve its own aims and objectives within such vision;
 - 4.2.2 ensuring that systems are put in place to allow the governors to be presented with timely and good data to allow the LGB to analyse Academy performance in order to support and challenge the Headteacher/Head of School and the senior leadership team of the Academy; and
 - 4.2.3 ensuring that the governors have access to high quality training.
- 4.3 Without prejudice to the Directors other rights to remove any governor and the Directors rights to amend these terms of reference at any time, where the Directors have concerns about the performance of an LGB they may amongst other actions:
 - 4.3.1 require the relevant LGB to adopt and comply with a governance action plan in such form as determined by the Directors;
 - 4.3.2 suspend or remove any or all of the matters delegated to the LGB;
 - 4.3.3 suspend or remove any or all of the governors of the relevant LGB;
- 4.4 The Directors may require a governance action where:
 - 4.4.1 the Academy has a deficit budget (both revenue and capital) in excess of £50,000;
 - 4.4.2 if progress data drops below floor targets;
 - 4.4.3 Ofsted have made recommendations following an inspection.
- 4.5 The Directors may vary the matters delegated where:
 - 4.5.1 the LGB act outside its delegated powers and limitations;
 - 4.5.2 the LGB are in breach of these terms of reference;
- 4.6 The Directors may remove Governors where:
 - 4.6.1 the academy is in material breach of its funding arrangements;
 - 4.6.2 the LGB is in material breach of these terms of reference or has persistently breached these terms of reference;
- 4.7 The circumstances listed in paragraphs 4.4, 4.5 and 4.6 are illustrative only.

5 DELEGATED POWERS

General principles

- 5.1 In the exercise of its delegated powers and functions, the governors of the LGB shall:
 - 5.1.1 ensure that the Academy is conducted in accordance with the object of the Trust, the terms of any trust governing the use of the land which is used for the purposes of the Academy, any agreement entered into with the Secretary of State for the funding of the Academy and these terms of reference;
 - 5.1.2 promptly implement and comply with any policies or procedures communicated to the LGB by the Directors from time to time;
 - 5.1.3 review its own policies and practices on a regular basis, in view of any advice or recommendations made by the Directors;
 - 5.1.4 work closely with the Directors and act with integrity, objectivity and honesty in the best interests of the Trust and the Academy;
 - 5.1.5 be open about decisions and be prepared to justify those decisions;
 - 5.1.6 keep confidential all information of a confidential nature obtained by them relating to the Academy and the Trust; and
 - 5.1.7 adopt financial prudence in overseeing the financial affairs of the trust in so far as these relate to the Academy and are delegated to them.
- 5.2 Each governor shall be required to take part in regular self-review and is accountable for meeting his own training and development needs. It is a governor's responsibility to consider if, and raise any concerns where, he feels that appropriate training and development is not being provided.
- 5.3 Governors shall be expected to report to the Trust against KPIs which have been set for the Academy and provide such data and information regarding the business of the Academy and the pupils attending the Academy as the Directors may require from time to time.
- 5.4 Annex 3 sets out the powers retained by the Trust and delegated from the Directors to the LGBs, Executive Principal/CEO, and the Headteacher/ Head of School.
- 5.5 For the avoidance of doubt, where a power is not expressly delegated to the Executive Principal/CEO, any LGB or Headteacher/Head of School it will be

deemed to have been retained by the Trust regardless of whether it is specified in Annex 3.

- 5.6 Annex 3 may be reviewed by the Directors at any time but shall be reviewed at least annually. Directors reserve the right to remove or alter any delegation at any time, whilst having due regard to, but not being bound by, the views of the LGB.
- 5.7 Notwithstanding the application of any provision of these Terms of Reference, if the Chair of the LGB or the Vice Chair, is of the opinion that a matter of urgency exists and a delay in exercising the function would likely be seriously detrimental to the interests of the school, any pupil or their parent or a person who works at the school, then they may exercise any function of the GB which can be delegated to an individual or any function relating to the exclusion of pupils after consultation with the Executive Principal/CEO and Headteacher/Head of School.

Annex 1 - Appointment and Removal of Governors

1 Staff governors

- 1.1 The Directors shall invite nominations from all staff employed under a contract of employment or a contract for services or otherwise engaged to provide services to the Academy and, where there are any contested posts, shall hold an election by a secret ballot.
- 1.2 All arrangements for the calling and the conduct of the election and resolution of questions as to whether any person is an eligible candidate shall be determined by the Directors. The Directors may delegate the running of the election to the LGB.

2 Parent governors

- 2.1 Parent governors of the LGB shall be elected by parents of registered pupils at the Academy. He or she must be a parent of, or have parental responsibility for, a pupil at the Academy at the time when he or she is elected.
- 2.2 The Directors shall make all necessary arrangements for, and determine all other matters relating to, an election of the parent governors. The Directors may delegate the running of the election to the LGB.
- 2.3 Where a vacancy for a parent governor is required to be filled by election, the Directors shall take such steps as are reasonably practical to secure that every person who is known to them to be a parent of a registered pupil at the Academy is informed of the vacancy and that it is required to be filled by election, informed that he is entitled to stand as a candidate, and vote at the election, and given an opportunity to do so.
- 2.4 Any election of persons who are to be the parent governors which is contested shall be held by secret ballot. The arrangements made for the election of the parent governors shall provide for every person who is entitled to vote in the election to have an opportunity to do so by post or, if he prefers, by having his ballot paper returned to the Academy by a registered pupil at the Academy.
- 2.5 Where the number of parents standing for election is less than the number of vacancies, the Directors may appoint a person who is the parent of a registered

pupil at the Academy or, where it is not reasonably practical to do so, a person who is the parent of a registered pupil of another Academy run by the Trust.

3 Community governors

3.1 Community governors of the LGB shall be appointed by the LGB Governors. He or she must be:

- a) a person who lives or works in the community served by the Academy;
or
- b) a person who, in the opinion of the Directors, is committed to the government and success of the Academy and has the necessary skills base.

3.2 The Directors may not appoint an employee of the Trust as a community governor.

4 Term of office

4.1 The term of office for any governor shall be 4 years, save the Headteacher/Head of School of the Academy (as applicable) who shall remain a governor until he or she ceases to work at the Academy.

4.2 Subject to remaining eligible to be a particular type of governor, any person may be re-appointed or re-elected to the LGB.

5 Resignation and removal

5.1 A person serving on the LGB shall cease to hold office if:

- a) he resigns his office by giving notice in writing to the clerk of the LGB;
- b) the Headteacher/Head of School or a staff governor ceases to work at the Academy;
- c) the Directors terminate the appointment of a governor whose presence or conduct is deemed by the Directors, at their sole discretion, not to be in the best interests of the Trust or the Academy.

5.2 For the avoidance of doubt, a parent governor shall not automatically cease to hold office solely by reason of their child ceasing to be a pupil at the Academy.

6 Disqualification of governors of the LGB

6.1 A person shall be disqualified from serving on the LGB if he would not be able to serve as a Director in accordance with Articles 68-80 of the Articles.

6.2 A governor shall cease to hold office if he is absent without the permission of the Chair from all their meetings held within a period of 6 months.

7 Appointment and removal of Chair and Vice Chair

7.1 The Chair and Vice Chair of the LGB shall be appointed by the Directors and may be removed from office by the Directors at any time. Directors may delegate responsibility of appointment and of Chair/Vice Chair to LGB where appropriate.

7.2 The term of office of the Chair and Vice Chair shall be 4 years. Governing Bodies should action succession planning from the third year of current Chair's term of office. Subject to remaining eligible to be a governor, any governor may be re-appointed as Chair or Vice Chair of the LGB.

7.3 The Chair and Vice Chair may at any time resign his office by giving notice in writing to the Directors. The Chair or Vice Chair shall cease to hold office if:

- a) he ceases to serve on the LGB;
- b) he is employed by the Trust whether or not at the Academy; or
- c) in the case of the Vice Chair, he is appointed to fill a vacancy in the office of the Chair.

7.4 Where the Chair is absent from any meeting or there is at the time a vacancy in the office of the Chair, the Vice Chair shall act as the chair for the purposes of the meeting. Where the Vice Chair is also absent from the meeting or there is at the time a vacancy in the office of Vice Chair, the governors of the LGB shall elect one of their number to act as chair for the purposes of that meeting.

8 Committees

- 8.1 Subject to the prior agreement of the Directors, the LGB may establish subcommittees who may include individuals who are not members of the LGB, provided that such individuals are in a minority.
- 8.2 The LGB may delegate to a subcommittee or any person serving on the LGB, subcommittee, the Headteacher/Head of School or any other holder of an executive office, such of their powers or functions as they consider desirable. Any such delegation may be made subject to any conditions either the Directors or the LGB may impose and may be revoked or altered. The person or subcommittee shall report to the LGB (through reports at full governing body meetings) in respect of any action taken or decision made with respect to the exercise of that power or function at the meeting of the LGB immediately following the taking of the action or the making of the decision.

Annex 2 - Proceedings of the LGB

1. Meetings

- 1.1 The LGB shall meet at least once in every term and shall hold such other meetings as may be necessary.
- 1.2 Full Meetings of the LGB shall be convened by the clerk to the LGB, who shall send the governors written notice of the meeting and a copy of the agenda at least seven clear days in advance of the meeting. Where there are matters demanding urgent consideration, the Chair or, in his absence, the Vice-Chair, may waive the need for seven days' notice of the meeting and substitute such notice as he thinks fit. Sub-committee meetings shall only be convened by the clerk to the LGB on request.
- 1.3 Any governor shall be able to participate in meetings of the governors by telephone or video conference provided that he has given reasonable notice to the clerk of the LGB and that the governors have access to the appropriate equipment.
- 1.4 The convening of a meeting and the proceedings conducted thereat shall not be invalidated by reason of any individual not having received written notice of the meeting or a copy of the agenda thereof or any defect in the election, appointment or nomination of any person serving on the LGB.

2. Quorum

The quorum for a meeting of the LGB, and any vote on any matter at such a meeting, shall be any three of the governors of the LGB, or, where greater, any one third (rounded up to a whole number) of the total number of governors of the LGB at the date of the meeting, which must include at least one governor appointed by the Trust.

3. Voting

- 3.1 Every matter to be decided at a meeting of the LGB shall be determined by a majority of the votes of the governors present and entitled to vote on the matter. Every governor shall have one vote. Where there is an equal division of votes, the Chair of the meeting shall have the casting vote. A governor may not

vote by proxy.

- 3.2 Any governor who is also an employee of the Trust shall withdraw from that part of any meeting of the LGB at which his remuneration, conditions of service, promotion, conduct, suspension, dismissal or retirement are to be considered.
- 3.3 A resolution in writing, signed by all the governors shall be valid and effective as if it had been passed at a meeting of the governors duly convened and held. Such a resolution may consist of several documents in the same form, each signed by one or more of the governors.

4 Conflicts of Interest

- 4.1 Any governor who has or may have any direct or indirect duty or personal interest (including but not limited to any Personal Financial Interest as defined below) which conflicts or may conflict with his duties as a governor of the LGB shall disclose that fact to the LGB as soon as he becomes aware of it. A person must absent himself from any discussions of the LGB in which it is possible that a conflict will arise between his duty to act solely in the interests of the Academy and any duty or personal interest (including but not limited to any Personal Financial Interest).
- 4.2 A governor of the LGB has a Personal Financial Interest if he, or any child, stepchild, parent, grandchild, grandparent, brother, sister or spouse of the governor or any person living with the governor as his or her partner, is in the employment of the Trust or is in receipt of remuneration or the provision of any other benefit directly from the Trust or in some other way is linked to the Trust or the Academy.

5 Minutes of meetings

- 5.1 At every meeting of the LGB the minutes of the last meeting shall be taken as the first agenda item after any apologies and, if agreed to be accurate, shall be signed as a true record.
- 5.2 The clerk to the LGB shall ensure that a copy of the agenda for every meeting of the governors, the draft minutes of every such meeting (if they have been approved by the Chair of that meeting), the signed minutes of every such meeting and any

report, document or other paper considered at any such meeting are, as soon as is reasonably practicable, made available to the Company Secretary of the Trust.

Annex 3 - Governance Responsibilities within the Rivers Academy Trust

Rivers Academy Trust Responsibilities	Local Governing Body Responsibilities
<p>Governance</p> <ul style="list-style-type: none"> • Development of the Rivers Academy Trust vision and core values • Determining the level of delegation to each local governing body • Governor training <p>Strategic Management</p> <ul style="list-style-type: none"> • Recruitment of Headteacher/Heads of School (jointly with the local governing body) • Performance Management of the Executive Principal/CEO • Performance Management of the Heads of School (jointly with the local governors) • School target setting and improvement planning sign off • Review of staffing structure for efficiency and affordability • School budget approval (jointly with LGB) • Staff contracts (jointly with LGB) • School admissions and appeals • Marketing and public relations • MAT policies <p>Campus Wide Management</p> <ul style="list-style-type: none"> • Financial policies • Planning, budgeting and reporting procedures • Statutory compliance and risk management (health and safety, equality etc) • Estates management • IT network management • Reprographic and publishing services • Major procurement <p>Education</p> <ul style="list-style-type: none"> • Support for the implementation of the school improvement plan • Individual monitoring of schools via key performance metrics • Support for the professional development of staff 	<p>Monitoring</p> <ul style="list-style-type: none"> • Implementation of the Rivers Academy Trust vision and core values • Curriculum provision • Quality of the classroom experience • Quality of work placement experience (where appropriate) • Pupil attainment and progress • Pupil attendance and punctuality • Enrichment activities (clubs, visits, extra curricular activities) • School improvement plan implementation • Budget overview at a school level • Special educational needs provision • Statutory compliance and risk management • Pupil behaviour and safety including Safeguarding • Pupil exclusions and appeals <p>Oversight of Staff Matters and Performance Management</p> <ul style="list-style-type: none"> • Evaluate performance management systems and scrutinise any reward payments (apart from Headteacher/Head of School) • Staff disciplinary issues (with Rivers Academy Trust support especially in relation to grievance issues/dismissals) <p>Relationships and Marketing</p> <ol style="list-style-type: none"> 1. Parent relations 2. Pupil recruitment 3. Community relationships (businesses, arts and sports organisations and partner schools) <p>Policies</p> <ol style="list-style-type: none"> 4. Establish and review policies and procedures, reflecting Rivers Academy Trust key criteria 5. Provide feedback to Rivers Academy Trust on the effectiveness of policies

Annex 4 - Governance Code of Conduct

- We understand the purpose of the directors and governors
- We have a duty to act fairly and without prejudice, and in so far as we have responsibility for in duties and liaison, we will fulfil all that is expect of a good Governor/Director
- We will encourage open government and will act appropriately
- We accept collective responsibility for all decisions made by the Board of Directors and Local Governing Board. This means we will not speak against majority decisions outside the governing meeting.
- We will consider carefully how our decisions may affect the community and other schools
- We will always be mindful of our responsibility to maintain and develop the ethos and reputation of our school and/or our multi academy trust. Our actions within the school/MAT and the local community will reflect this.
- In making or responding to criticism or complaints affecting the school or academy trust, we will follow the procedures established by the relevant Complaints Policy.

Commitment

- We acknowledge that accepting office as a Governor/Director involves the commitment of significant amounts of time and energy.
- We will each involve ourselves actively in the work of a Governor/Director and accept our fair share of responsibilities.
- We will make full efforts to attend all meetings and where we cannot attend explain in advance in full why we are unable to.
- We will consider seriously our individual and collective needs for training and development, and will undertake relevant training
- We are committed to actively supporting and challenging the Head of School/Headteacher or CEO.

Confidentiality

- We will observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils
- We will exercise the greatest prudence at all times when discussions regarding school/trust business arise outside any governance meetings

Conflict of Interest

- We will record any pecuniary or other business interest that we have in connection with School/Trust business in the Register of Interest's form
- We will declare any pecuniary interest - or personal interest which could be perceived as a conflict of interest - in a matter under discussion at a meeting and offer to leave the meeting for the appropriate length of time.

Breach of this Code of Conduct

- If we believe this code has been breached, we will raise the issue with the Chair and the Chair will investigate.