



# Governor Induction Policy

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## Our Mission Statement

At Holy Cross, we are very proud of our school motto and our Catholic ethos; **Loved, Valued, Challenged.**

**Loved:** We love one another as Jesus taught us – our friends, our families and those who we may never meet.

**Valued:** We value everyone – everyone is important; pupils, staff, parents, governors, and members of the community– no matter their race, religion ability or need. We try to live like Jesus taught us.

**Challenged:** We challenge each other – not only with our learning but challenge each other to be more merciful to others, have a little more understanding of others’ needs and challenge each other to be better people.

## Our Vision

At Holy Cross, we aim to develop a caring Catholic community based upon the life and example of Jesus Christ, which envelopes the life and lives of everyone and everything in our school. It is through Christ’s message of love and forgiveness that the children, staff, both teachers and ancillary, parents and governors, preserve the essential Catholic ethos of the school.

The school aims to provide a challenging curriculum that reflects our philosophy, broadly balanced and relevant, and to support the development of the whole child to his/her full potential. At Holy Cross, everybody matters, therefore we encourage all to show respect to each other and the environment.

## Induction Policy for new Governors

The Governing Body and Principal of Holy Cross Primary Catholic Voluntary Academy believe it is essential that all new governors receive a comprehensive induction package covering a broad range of issues and topics. There is a commitment to ensure that the new governors are given the necessary information and support to fulfil their role with confidence. The process is seen as an investment, leading to more effective governance and retention of governors.

As a governor, you share in the strategic responsibility of promoting high educational standards and ensuring that your school is conducted as a Catholic school in accordance with the Trust Deed of the Diocese of Nottingham, and the Scheme of Declaration and Memorandum of Understanding.

## Purpose of Induction

- To welcome new governors to the Governing Body and enable them to meet other members.
- To encourage new governors to visit the school to experience its atmosphere and understand its ethos.
- To meet the Headteacher, staff and pupils.
- To explain the partnership between the Headteacher, school and Governing Body.

- To explain the role and responsibilities of governors.
- To explain how the Governing Body and its committees work.
- To enable new governors to join the committee(s) of their choice.
- To give background material on the school and current issues.
- To enable new governors to ask questions about their role and/or the school.

#### **New governors will:**

- Be welcomed to the Governing Body by the Chair.
- Be invited by the Head Teacher to visit the school.
- Have the opportunity to tour the school and meet staff and children.
- Receive an informal briefing on the school from the Headteacher.
- Be accompanied by their mentor to their first full Governing Body meeting.
- Have the opportunity to review their first meeting the mentor.

#### **New governors will receive:**

- The new governor induction pack.
- The *Scheme of Delegation and Memorandum of Understanding* which sets out the
- composition of the governing body.
- DBS application online registration application details.
- A declaration of eligibility form [*note Foundation Governors will have received the form through their appointment by The Bishop*].
- A membership list for the Governing Body.
- The code of conduct for the Governing Body [*for signature*].
- The committee structure, terms of reference and membership for the Governing Body.
- The latest version of the Governor's Handbook.
- The school prospectus.
- The school Mission Statement.
- All relevant CES statements including the statement on Governance of a Catholic school 'A clarification of roles and responsibilities'.
- The CES Memorandum on Appointment of Teachers in Catholic schools.
- The school improvement plan (SIP)
- The school's latest Ofsted report.
- The school's latest Diocesan Canonical Inspection Report.
- A full list of staff and the staffing structure.
- School strategic objectives and targets.
- A full set of papers from the last full Governing Body and committee meetings.
- Recent school newsletters.
- A calendar of school events.
- Details of how to contact the other governors.
- Information on their new governor email address.
- Details of governor support and training available.

#### **Areas the Headteacher will cover in their briefing will include:**

- Background to the school.
- Current issues facing the school.

- Relationship between the Headteacher and Governing Body.
- Relationship between the school, the Multi Academy Trust and NRCDES.
- An overview of the governor's role.
- How the full Governing Body and committee meetings are conducted.
- How to propose agenda items.
- Visiting the school.

*Copies of school policies are available via school website/secure email.*

### **New Governor Checklist**

- Welcomed to the Governing Body by the Chair.
- Invited by the Headteacher to visit the school.
- Toured the school and met staff and pupils.
- Received an informal briefing from the Headteacher.
- Met informally with an existing governor who will act as mentor.
- Reviewed first Governing Body meeting with mentor.

### **Have you received the following?**

- The new governor induction pack.
- The *scheme of Delegation and Memorandum of Understanding* which notes the composition of the Governing Body.
- A membership list for the Governing Body.
- The code of conduct for the Governing Body.
- The committee structure, terms of reference and membership for the Governing Body.

### **Have you received from the school?**

- The Governors Handbook
- The school prospectus
- Recent school newsletters
- A calendar of school events
- The school improvement plan (SIP)
- The school's latest Ofsted report
- The school's latest Diocesan Canonical Inspection report
- CES statement on Governance of a Catholic school 'A clarification of roles and responsibilities'
- CES Memorandum on Appointment of Teachers in Catholic schools
- A full list of staff and the staffing structure
- A copy of the school targets
- A copy of the latest Annual Performance Review (APR) from the Local Authority
- Secure site log on details
- A skills audit template
- Details of training opportunities

**Has the Headteacher covered?**

- Background to the school.
- Current issues facing the school.
- Overview of the governor role.
- Relationship between the Headteacher and the Governing Body.
- Relationship between the school, the Multi Academy Trust and NRCDES.
- Your skills and any specific role you may have on a Committee or as a linked Governor.
- Visiting the school.

**As a new governor I have:**

- Booked onto the Induction Training Programme provided by the school
- Booked onto the NRCDES New Governor Training and any other relevant training
- Submitted a DBS application, governor details form and eligibility form to The Clerk

**Name** \_\_\_\_\_

**Signed** \_\_\_\_\_

**Date** \_\_\_\_\_

Please retain original copy for your own records and forward a copy to the Clerk.