Governance leadership and clerking development programmes

Briefing Pack – September 2019

Governance leadership programme – headlines

The governance leadership development programme is open to chairs, vice-chairs, committee chairs, and those aspiring to become a governance leader. It aims to improve the effectiveness of governing boards by supporting and developing governance leaders, in line with the governance competency framework

For governance leadership development we are funding:

a) A standard rate of £500 per governor or trustee, for up to a maximum of two per governing board or body (e.g. local governing body) to which the board has delegated governance of a specific school.

b) A higher rate of £2,000 per board or local governing body that is either:

- designated as a Multi-Academy Trust, or
- a federation governing two or more schools, or
- governing a school that is located in an Opportunity Area and that is either rated by Ofsted as Requires Improvement or is rated as Good or Outstanding but is identified as Coasting, or
- governing a school that is located in a category 5 or 6 local authority district and is rated by Ofsted as Requires Improvement, or
- governing a school that is located in the Opportunity North East local authority districts and is rated by Ofsted as Requires Improvement

Where the board of a MAT signs up to the higher £2000 offer, the local boards within the MAT are also eligible for the standard £500 offer.

Governance clerking programme – headlines

The clerking development programme is about professionalising the quality of clerking support available to governing boards.

For clerking development, we are funding £350 per participant.

All clerks, whether newly appointed or those with more experience, are eligible as long as they are currently supporting at least one board.

The clerking programme will lead to:

- Increased clerking expertise in line with the clerking competency framework, to deliver professional quality clerking that ensures the efficient and effective functioning of governing boards.
- Greater involvement by clerks in sustainable and relevant peer-to-peer support networks that enable them to encourage, support and share good practice with each other.

The programme providers

All programmes are currently available until March 2020.

There are seven providers delivering the programmes across the country. All funding is made direct to the providers, not to the individual boards or clerks.

Each provider’s offer, including the duration of the programme, may be different, and we recommend that boards consider which programme would best suit their requirements.

For details and how to apply go to www.gov.uk/guidance/school-governors-professional-development

Programme delivery by provider

The table shows which RSC regions the programmes are available in, and which providers offer them.

	Leadership – standard rate	Leadership – higher rate	Clerking	RSC regions
Alliance of Leading Learning*	✓			• L&WY • WM
Confederation of School Trusts	✓	✓	✓	• All regions
Entrust Education Services	✓	✓	✓	• All regions
Govern Ed*	✓	✓		• NWL&SC • EE&NEL • SE&SL
Hampshire County Council*			✓	• SE&SEL • SW
National Governance Association	✓	✓	✓	• All regions
School Development Support Agency*			✓	• EM&H • North • EE&NEL

**Subject to demand, providers may also consider delivering in other regions*.

Programme availability by region	Leadership – standard rate	Leadership – higher rate	Clerking
East of England and North-East London	• Confederation of School Trusts • Entrust Education Services • Govern Ed • National Governance Association	• Confederation of School Trusts • Entrust Education Services • Govern Ed • National Governance Association	• Confederation of School Trusts • Entrust Education Services • National Governance Association • School Development Support Agency
East Midlands and the Humber	• Confederation of School Trusts • Entrust Education Services • National Governance Association	• Confederation of School Trusts • Entrust Education Services • National Governance Association	• Confederation of School Trusts • Entrust Education Services • National Governance Association • School Development Support Agency
Lancashire and West Yorkshire	• Alliance of Leading Learning • Confederation of School Trusts • Entrust Education Services • National Governance Association	• Confederation of School Trusts • Entrust Education Services • National Governance Association	• Confederation of School Trusts • Entrust Education Services • National Governance Association
North of England	• Confederation of School Trusts • Entrust Education Services • National Governance Association	• Confederation of School Trusts • Entrust Education Services • National Governance Association	• Confederation of School Trusts • Entrust Education Services • National Governance Association • School Development Support Agency
North-West London and South-Central England	• Confederation of School Trusts • Entrust Education Services • Govern Ed • National Governance Association	• Confederation of School Trusts • Entrust Education Services • Govern Ed • National Governance Association	• Confederation of School Trusts • Entrust Education Services • National Governance Association
South-East England and South London	• Confederation of School Trusts • Entrust Education Services • Govern Ed • National Governance Association	• Confederation of School Trusts • Entrust Education Services • Govern Ed • National Governance Association	• Confederation of School Trusts • Hampshire County Council • Entrust Education Services • National Governance Association
South-West England	• Confederation of School Trusts • Entrust Education Services • National Governance Association	• Confederation of School Trusts • Entrust Education Services • National Governance Association	• Confederation of School Trusts • Entrust Education Services • Hampshire County Council • National Governance Association
West Midlands	• Alliance of Leading Learning • Confederation of School Trusts • Entrust Education Services • National Governance Association	• Confederation of School Trusts • Entrust Education Services • National Governance Association	• Confederation of School Trusts • Entrust Education Services • National Governance Association

Alliance of Leading Learning

The Alliance of Leading Learning (AoLL) are a school led inclusive partnership representing all phases and school contexts, the lead partner is Marches Academy Trust, based in Shropshire.

AoLL are contracted to deliver the **governance leadership programme** at the standard rate, in the **North West and West Midlands**.

Their programme supports governors in becoming highly effective senior leaders with the skills, confidence and knowledge to contribute towards the strategic development of the school.

Features of the offer:

- Programme delivery through face-to-face sessions, where governors benefit not only through the facilitated learning, but also through meeting fellow governors
- School-led programme delivered by exemplary governance leaders delivered locally through 6 twilights or 3 day sessions
- Established reputation as providers of licenced DfE leadership programmes – training over 2,000 governors in the last 4 years
- Excellent customer care – where everyone is treated as an individual
- Evidence that programmes have a real impact in the school environment

Where ALL currently deliver:

- West Midlands
- North West
- Stoke on Trent, Whitchurch, Telford, Stafford, Lichfield,
- Burton, Stourport,
- Newcastle-under-Lyme, Solihull and Birmingham
- Bolton, Bradford, Tameside / Oldham, Knowsley, Liverpool and Southport

AoLL are also currently seeking to expand their delivery into new areas.

Find out more at www.leadinglearning.co.uk

ALL
Alliance of Leading Learning

Confederation of School Trusts

The Confederation of School Trusts (CST) is the national organisation and sector body for school trusts in England. CST are contracted to deliver both the **governance leadership** and the **clerking development** programmes across **all regions**.

The leadership programme, delivered in partnership with Ambition Institute, is specifically designed for academy trustees, and delivered by presenters and governance mentors with experience in the academy sector. It includes:

- A two-day residential, where you explore the big ticket strategic items, ethical governance and your roles and responsibilities as trustees.
- Five online learning modules, covering topics like building your team, evidence-driven accountability, financial performance and accountability, managing compliance, risk and reputation.
- A personal governance mentor, with experience of trusts, who will provide guidance and feedback, and regularly review the overall progress of your board.
- A board assessment, which involves your trust's executive principal or CEO and at least one other trustee, to encourage collaboration and a joined-up leadership approach.
- An opportunity to attend optional masterclasses on a variety of topics.

The clerking programme, delivered by ISBL and CIPFA, develops the knowledge, skills and behaviours required to provide professional clerking to the governing boards of maintained schools, academies and multi-academy trusts. It includes:

- An initial self-review to assess learning needs
- Two face-to-face sessions with additional masterclasses
- Eight core topics delivered through online modules
- A further self-review at the end of the programme
- An optional celebration event at the end of the programme

Find out more at cstuk.org.uk/professional-development/governance-leadership/

Confederation of School Trusts

Entrust

Entrust are a joint venture company between Staffordshire County Council and Capita providing education support services nationally. They are contracted to deliver both the **governance leadership and the clerking development** programmes in **all regions**.

Entrust's innovative, **web-based programme** is designed to facilitate increased governance leadership and clerking expertise with clear direction and support. The programme can be completed anytime and anywhere there is an internet connection – it is recommended that the programme is completed over two to three terms.

Both **leadership and clerking** programmes include:

- Online self-evaluation aligned to the Competency Frameworks for Governance or Clerking (1-2 hours)
- Support with development planning (template and examples) (1 hour)
- Initial mentor call (45 mins)
- Training–credits to use on any of the training delivery methods below.
- 5 credits for Clerking Development Programme
- 6 credits for the Governance Leadership Development Programme (Standard)
- 18 credits for the Governance Leadership Development Programme (Higher)
    - ❑ Online Interactive Training - training where you can ask questions and hear new ideas, at a time to suit you.
    - ❑ Recorded Training – on-demand pre-recorded sessions, to join or download to watch anywhere, any time.
    - ❑ Exclusive Interactive Training delivered online to the whole governing board.
    - ❑ Bespoke Interactive Training on a topic of the board's choice, delivered to the whole board.
    - ❑ Additional Mentor Support – individual support, advice and challenge to support participants or their board.
- Interim mentor call for Governance Leadership Higher participants (45 mins)
- Final mentor call (45 mins)
- Re-evaluation (1-2 hours)
- Access to GovernorConnect, GovernorRecruit and monthly thought leadership pieces

Find out more at www.governorspace.co.uk

governor space powered by entrust

Govern Ed

Govern Ed is a non-profit company, led by an experienced National Leader of Governance, and set up exclusively to deliver the **governance leadership** programme. Govern Ed is currently delivering in:

- **EE&NEL**
- **NWL&SC**
- **SE&SL**

Features of the Govern Ed offer:

- High quality training to help governors and trustees improve governance in their school or multi-academy trust (MAT)
- Learning as part of a cohort, allowing participants to meet and work with other governors and trustees
- Workshops located near participants, with training tailored to the needs of boards in the area
- Support for more than just the chair, allowing more members of the board to benefit
- Fully funded by the Department for Education

The standard rate offer includes:

- Three face-to-face workshops; Strategic Leadership; Effective Governance & Financial Oversight; Educational Improvement
- A supported self-review to help participants assess their strengths and development needs and those of their board
- The guidance and support of a facilitator with significant school governance experience
- Support to create an action plan for their board to translate learning into school improvement
- Opportunities to share learning and best practice with governors in your cohort

Each workshop will be approximately 3 hours in duration, with a range of accessible locations and timings available. Each cohort will complete the programme over three half terms.

The higher rate programme is available to the boards of MATs, and is tailored to the specific needs, challenges and opportunities facing MATs and their boards. Each board may have up to four trustees participating, at least one of whom should be the chair, vice chair or a committee chair.

Find out more at govern-ed.co.uk/

Govern Ed

Hampshire County Council

Hampshire County Council are contracted to deliver the **clerking** programme in the **South of England** through Hampshire Governor Services, a traded business unit providing training, advice and support services to schools in Hampshire and neighbouring authorities. They also deliver the ‘Accredited Clerk’ award, and formerly held the NCTL licence for governance training in their area.

The clerks programme offers a choice of:

- online learning – live webinars and support
- blended learning – face-to-face workshops with online support

Both involve a self-assessment of strengths and areas for development, practical exercises, real-life case studies, and sharing experiences with other clerks. An expert facilitator provides guidance, feedback and encouragement, in the workshops and online.

Most clerks complete the training in one to two terms. They then have the option to study for a Level 3 Certificate in Clerking with the Accredited Clerk programme.

The clerking programme includes:

- Understanding governance - for clarity about the duties and responsibilities of the board, and relevant legislation and procedures
- Administration - for high quality forward planning, and efficient paperwork and record keeping
- Advice and guidance - for better and efficient decision making, with a clear focus on the board's strategic functions
- People and relationships - to build strong and effective working relationships, ensuring a smooth information flow between the board and beyond

In addition to the £350 of DfE funding, Hampshire charge participants £50 towards the cost of the programme.

Find out more at www.hants.gov.uk/professionalclerk

National Governance Association

The National Governance Association (NGA) is a national membership organisation representing school governors, and providing training and consultancy services. They are contracted to deliver both the **governance leadership and the clerking** development programmes in **all regions**, which they do under the name Leading Governance.

Leading Governance Development for Chairs is fully funded and provides chairs, vice chairs, committee chairs and future chairs opportunities for developing leadership skills and confident governance. This programme aims to develop chairs' leadership skills, ensuring that governance is both effective and sustainable by developing the chair or future chair's knowledge, leadership skills and networks. The programme offers blended learning approach; which includes access to interactive e-learning modules and resources, two mentor calls and three face-to-face sessions over a period of 9 – 12 months. The programme runs in cohorts of up to 20 participants.

Leading Governance Development for Boards is a consultant-led bespoke programme, tailored to your board's circumstances to improve practice and outcomes and takes place over three terms. The programme is fully funded to the value of £2,000. It includes:

- One place on our Development for Chairs programme
- Evaluation of the board's strengths and weaknesses
- Engagement with the board and senior leaders
- Support with creating a board action plan
- Additional training, coaching and mentoring support as required

Development for Clerks is an accredited programme designed for new and experienced clerks currently working in all school and trust settings. It helps develop the knowledge and skills needed for high-quality clerking. Upon completion of the programme participants will receive a Level 3 Certificate in Clerking of School and Governing Boards, accredited by ICSA. The programme is designed for clerks who have been clerking for over 3 months and work alongside a school. The programme offers blended learning; which includes access to interactive e-learning modules and resources, two mentor calls and four face-to-face sessions over a period of 9–12 months. The programme runs in cohorts of up to 25 participants. In addition to the £350 of DfE funding, NGA charge participants £75 towards the cost of the programme.

Find out more at www.nga.org.uk/leadinggovernance

nga National Governance Association

School Development Support Agency

The School Development Support Agency (SDSA) is the lead organisation of a consortium of five Teaching Schools in the East Midlands South Yorkshire and Humber region. They are contracted to deliver the **clerking programme**, and are currently delivering in:

- EE&NEL
- EM&H
- North

Professional Clerks' Development Programme consists of:

- Four face-to-face modules, facilitated by experienced, high quality facilitators
  - ❑ Module 1: Understanding Governance and the Role of the Clerk
  - ❑ Module 2: Administration, Advice and Guidance
  - ❑ Module 3: People and Relationships
  - ❑ Module 4: Panels & Evaluation of Programme Learning & Impact
- 360-degree evaluation to establish your competencies and areas to develop
- Inter-session research and activities to put your learning into practice
- Reflection on your learning throughout the programme
- Peer support and sharing practice with other clerks on the programme

In addition to the £350 of DfE funding, SDSA charge participants £80 towards the cost of the programme.

For further information, or to book your place, please visit

https://www.letslearn.org.uk/cpd-and-training/

Get support with recruiting governors

The department is funding recruitment support services to help schools and academies appoint the right people with the right skills to their boards.

Find a provider

Academy Ambassadors offer free support to multi-academy trusts that want to recruit high-calibre business people.

Inspiring Governance is a free service which helps schools and trusts match volunteers to governance vacancies.

Find out more and get support at:

www.academyambassadors.org

www.inspiringgovernance.org