

THE BURY GOVERNOR

The Joint LA, BGA and BGD Governors' Newsletter
Summer Term 2016

Mrs Doreen Blake **1935 - 2016**

Doreen Blake was born in 1935 in Stretford, qualified as a teacher in London and served her teaching career in Salford and Bury, joining The Elton High School as Deputy Headteacher in 1974. She was a family person, the consummate professional and a woman of outstanding personal attributes.



Professionally, Doreen Blake was an achiever with an outstanding work ethic – a person who made a difference in relation to all. She affected the lives of individuals for the better.

She spent in excess of fifty years in education, as a teacher and Governor, including eleven years as a Governor of The Elton High School. She lived in the locality of The Elton High School and gave 42 years service to this School. She became the first female Chair of Governors in the history of the School and was responsible for the Arts, English and Safeguarding.

Doreen was an excellent classroom practitioner of English and Drama in three schools, teaching to the end of her career and regularly staging whole school productions.

She established outstanding relationships with students, staff, Governors and parents, engendering confidence in all situations. She developed ground breaking work in relation to school student healthy lifestyles – and activities helping to raise the aspirations of female students: work which has been sustained to the present.

Doreen championed fairness, equality of opportunity and aspiration for all students and inspired the respect of all – students, staff, parents and Governors.

She was a positive contributor in the School's journey from a place of difficulties and under-subscription by parents during the early 1980s to a School now hugely over-subscribed with requests for places.

She always demonstrated the highest levels of personal and professional integrity and unquestioned standards of professional care for the students and staff alike, backed by resolute commitment.

Her active contributions in promoting and supporting the Arts in School, assisted the School in the rare achievement of the ARTSMARK Gold award on three consecutive occasions and single handedly, she raised £50,000 required sponsorship, to become a Specialist School in 2004. This improved the provision for, progress and achievements of students of the School over a decade and created an enhanced identity and vision.

As Chair of Governors, working with the serving Headteacher, she secured a full re-build for The Elton School. A project worth millions of pounds – the first new secondary school in the Borough of Bury for over forty years and due to open in September 2016. This will change the life chances for thousands of students in decades to come.

As a colleague, if you had a problem, you would ask her advice and knew you would be listened to. As a colleague, if you had to face a difficulty, you would want her by your side.

In recognition of her services to education, she had been invited to a Queen's Garden Party at Buckingham Palace, in June 2016.

Many who knew her will have been touched by her personal qualities that made her such a brilliant individual. Her:

- fun and sense of humour
- kindness and generosity
- empathy and sympathy
- steadfastness and a clear commitment to the right values
- her stable personality, even under pressure.

Truly a person of Quality, Care and Integrity – a central concept in the work of The Elton High School.

As one of her close colleagues said 'Gone yes, forgotten never. We live on in the memories of those we love'.

Doreen Margaret Blake will be sorely missed by her family, friends, the community of The Elton High School and the Metropolitan Borough of Bury. She is survived by her son and daughter and their families.

Neil Scruton

Former Headteacher (Retired August 2013)

The Elton High School Specialist Arts College and College of Mathematics and Computing.

Message from the BGA Chair

Spring has finally sprung, and glad to see the days lengthening and warming up after so much rain! So far this term we have had the BGA Conference, which was extremely well supported, and very well received from those who attended – Emma Knights (NGA Chief Executive) was as enthusiastic as ever, giving insight to the changing landscape of governance.

The Spring meeting of the BGA included a presentation from Bury CAMHS unit about the Transformation Plan and how it is intended to be an easy point of entry to mental health support for young people. Information should be in your schools by now, the presentation and contact details are on the BGA website.

You will be an academy by 2020 – right?

We then followed the theme from Autumn with a panel discussion on what federations and multi academy trusts (MATs) could mean for our schools. We were very pleased to have an 'out of borough' chair of governors to join our panel – Ariana Yakas, who has seen her schools through federation to MAT. What was pleasing to hear was that although there is national appetite for academisation, and Bury has one of the lowest percentage of academies, we shouldn't resist for resistance sake. Bury LA has always had a close relationship with its schools with the *Bury Family* close to its heart for many years. With the realisation that we should jump rather than wait to be pushed, it's pleasing that Bury is pro-actively seeking lots of information about which direction it is best to jump.

The evening went very well, with lots of interaction from the floor, and very little resistance to formal collaboratives. The benefits of collaboratives at all levels are well documented, making them 'formal' adds to this.

The main summary of actions was that, as governors – we must act to remain in control, be very open with all the stakeholders, do your homework and get it right first time. Many thanks to Ariana for making the evening such a success.

The next couple of years will see some massive changes in governance, I feel it is our responsibility to the children to get it right for our schools. I urge all of you to get involved.

The next meeting will be :

Tuesday 14th June, 2016
7 - 9 pm Peel Room, Town Hall

See you soon?

Richard Ainsworth
Chair, Bury Governor Association

A View from Bury Governor Development (BGD) Board

It is a privilege to have been appointed as the new Chair of the Bury Governor Development Board. I would like to begin this update by paying tribute to the work on developing governor training undertaken by my predecessor Ken Kerr. Ken's leadership has seen growth in the offer of courses available to governing bodies and more recently the opportunity for Bury governors to use the Governor E-Learning portal.

The Summer and Autumn term Training Guide has just been published and details of the courses are also posted on the website (www.burygtg.org.uk). The landscape for schools is shifting at a fast pace and it is more important than ever that governing bodies are auditing their skills and using the courses available locally to develop themselves in preparation for the challenges that lie ahead for us all.

Following the Budget Statement; the publishing of the White Paper and the Education and Adoption Act receiving Royal Assent the Government's push for every maintained school to convert to an academy is gathering momentum. It is therefore vitally important that we as governors equip ourselves with the right information to support our decision making around this massive change in the education system. After all, other than those schools that are forced to become academies by the Secretary of State due to them being eligible for intervention, it is a governors' decision whether the school should apply for an Academy Order to convert.

The Bury Governor Development Board has a place on the Bury Teaching School Alliance Strategic Partnership Board which brings together representatives from the key local collaboratives (BASH, BAPH, BSLC, BPLC, BGDB and the Local Authority). The Board is chaired by Brian Duffy, the Headteacher from Tottington High School and monitors the impact of the three strands of the work of the Teaching School Alliance:

- School to school support
- CPD, Career Pathways and Research and Development
- Initial Teacher Training and Schools Direct

It is reassuring to hear that Secondary and Primary Headteachers are now gathering information around collaboration and the academy conversion. The benefits of holding a conference for school leaders and governors is being explored to ensure that all of us involved in leadership and management in schools are well informed in advance of decisions being taken. It is ironic that the Dad's Army film has recently been showing, as the key message from us is borrowed from Corporal Jones - "Don't panic"!

As a starting point for your own information gathering, I would commend the document 'Forming or joining a group of schools; staying in control of your

schools' destiny' which can be found on the BGA website under the resources section. There are also modules on academies and different models of governance on the GEL website to which all Bury governors who buy into the BGD can access free of charge.

Bury has a long track record on effective collaboration and it is vitally important that we work together to secure the best outcomes for our schools and the children.

Mark Granby
BGD Chair

Dates for your Diary

Chairs of Governors' Briefings:	20/04/16	08/09/16	11/01/17	6:45pm Peel Room Town Hall
Bury Governors' Association meetings:	14/06/16	17/11/16		7:00 pm Peel Room Town Hall
Bury Governor Development Group—board meetings:	06/04/16	04/05/16		12:30pm DTC Seedfield

Operational Services

As you are aware, the Operational Services Team has now been functioning for six months. There continues to be many staffing changes within the office based teams but hopefully we will soon be in the position where we have recruited to all our office based vacant positions. Across all the services, recruitment of operational staff remains a problem and covering sickness/absence and 3 days unpaid leave is a challenge.

Technical Support and Training Officer is now in post and this role is having a positive impact across all the teams. Jean Mira is prioritising the Health and Safety working practices to ensure that we are complying with legislation and keeping our workforce, school staff and children safe.

Caretaking and Cleaning service

- The ICT management tool, CYPAD, has been purchased and we are about to roll this out to a group of pilot group sites and hopefully we will see full installation follow on quickly.
- The team are working on developing and producing a site specific document for every school/site that will detail the plan of the building with details of the cleaning regime.
- The Technical Support and Training Officer will be working with our apprentice over the next couple of months to review all the risk assessments and method statements for the caretakers and cleaners.

Catering Service – Can I apologise, there appears to have been some confusion over the letter that recently went to Head Teachers, Chair of Governors and PTA's regarding the use of the school kitchen out of hours. There is no intention to limit the use of the kitchen, only to ensure that those people in the kitchen are safe. We have unfortunately had an accident recently where a member of staff has been badly scalded whilst using the oven; this incident has reached the threshold for reporting under RIDDOR. It has highlighted how dangerous an environment the kitchen can be and how we all have a duty of care to ensure that anyone on site is as safe possible. Please do not hesitate to contact me on 0161 253 5630 if you wish to discuss this issue further.

- The team have now relocated to 3 Knowsley Place.
- There were a number of schools with large mixers that were unsafe as they had no guard on them. We recently purchased 32 mixers and these are currently being fitted in schools, these were purchased using the catering reserves. Due to the large number of items we were able to negotiate a lower cost from the supplier and the installers.
- The Catering Service will also be using the CYPAD system and the arrangements are the same as those for Caretaking and Cleaning with a pilot group after the Easter Holidays with full roll out as soon as possible.
- The Team also use an ICT system, Saffron, this is used for the development of menus it allows the team to ensure that they are meeting the statutory requirements for allergens and portions sizes. Following retraining, the team have been prioritising updating information and tidying up the system so that it is fit for purpose.
- Interviews are taking place to appoint a Higher Level Catering Apprentice to work with the office based while working towards a Catering Co-ordinator level.

School and College Transport Team

- Following retender the contract for delivering independent travel training has been awarded again to PURE Innovations, they have a target to train 20 young people per year.
- The consultation for home to school SEN transport has been concluded and a new policy has been produced, this is currently with our legal team before it is presented to elected members.

- An ICT management tool, ILM, has been purchased for the School Crossing Patrol Team, this will enable the co-ordinators to work electronically while out of the office and access information when on site with the patrols.
- The review of the school crossing patrols is ongoing with input from the technical support and training officer, during the Summer Term the results will be presented for decisions. There are a number of crossing points that no longer meet the statutory criteria and will require a decision if they are to be disestablished; any crossing point that is to be disestablished will be undertaken following consultation with school staff.

Lynne Barry
Head of Operational Services
0161 253 5630

Bury Governor Development Group

Chair—Mark Granby
mark@thegranbys.co.uk

Chair's 360 degree Appraisal

The Chair's role in leading the governing body is a critical one and it is important that as Chair's we reflect on our performance and how we develop ourselves in the role. The NGA offers a 360 degree appraisal service at a very reasonable price of £125 (reduced to £99 if you school buys into the NGA Gold Package). I recently undertook the process that is predominantly conducted on-line. One you are registered you provide the email details of the members of your governing body and they receive an on-line questionnaire which they complete anonymously. The responses are formulated into a very helpful feedback report which you can then discuss with an NGA Associate (usually over the telephone). This allows you to identify areas for development that you can work upon.

I found the process to be very useful and user-friendly. If colleagues are considering to participate in the Chair's Leadership Development Programme or attending one of the BGD training sessions for chairs the 360 presents a very useful method of identifying specific areas you may wish to focus on to further improve your effectiveness as a chair.

For details go onto the NGA website (www.nga.org.uk) and look in the 'Services' tab. You can also find information in the NGA's Governing Matters article 'the role of the Chair' in the May 2015 edition.

Mark Granby

PCC Newsletter

Following the unanimous decision taken by governors at Christ Church Walshaw CE Primary School to seek approval for an Academy Order, the article below from Chair of Governors Mark Granby was published in the local parish newsletter. In it Mark describes the process being undertaken and the rationale for governors to seek academy conversion.

Growing and Learning Together in Christ – moving forward Christ Church Schools' Vision

Governors at Christ Church Walshaw recently voted unanimously to apply to the Department for Education for an order that would allow them to convert to an academy as part of a Multi-Academy Trust (MAT). The Christ Church Parochial Church Council (PCC), as holders of the school's Foundation, has also voted unanimously in favour of the change. The next stage, in mid-March, will see the school seeking approval from the Diocesan Board of Education (DBE) who, like the PCC, will want to ensure that the Christian distinctiveness of the school will be upheld. Subject to approval from the DBE the final decision rests with the Department for Education. It is the governors' intention to have completed the conversion process by 1st August 2016.

The decision to seek to convert is not one that governors have taken lightly. It takes into consideration the changing landscape in education nationally and, more importantly, the Christian ethos at the school to support those who are vulnerable. It is government policy to take all schools out of Local Authority control by 2020 and sponsorship or support of vulnerable schools can only be undertaken by MATs. The Headteacher (Mr Young), staff and governors have a long track record of supporting other schools in Bury. The establishment of a MAT is a natural progression of this work and is in complete accord with the school's mission to grow and learn together in Christ.

Christ Church will form a MAT with two other schools initially, one of which will be a vulnerable school. The intention will be to grow the family of schools to build the capacity for self-improvement across the Trust. The Board of Trustees will have a majority of DBE directors who will ensure that the Christian distinctiveness and ethos of the school will be maintained. A Local Governing Body will be appointed and that will include governors elected by parents to ensure that that accountability to the local community remains firmly in place.

It must be stressed that Christ Church is electing to convert to become an academy, rather than being forced. This allows governors to protect the long term destiny of the school and important symbols such as the children's uniforms and the name of the school will remain unchanged. Consultation has taken place with parents and the children to reassure them that the changes will not have a negative impact on the quality of education delivered at the school. Latest research indicates that collaboration through a small local MAT enhances the quality of governance, management, teaching and learning in schools. It is

exciting that Christ Church will be at the forefront of this development here in Bury.

Mark Granby
Chair of Governors

Bury Governor Association

Chair—Richard Ainsworth
richard@fintek.co.uk

For Training Courses

Please visit:

www.burygtg.org.uk

To book a course or for further information:

Email: educationdtc@bury.gov.uk

Telephone: 0161 2536931

Governor Helpline

If you need help with governance issues, please contact the Governor Support Team either by phone or email on:

0161 253 5688 OR 0161 253 5617

Governors.Support@bury.gov.uk

Or visit our website:

www.bury.gov.uk/schoolgovernors

Schools Funding

Recently the Secretary of State for Education announced the start of the biggest fundamental change in the funding of schools in England for more than 25 years.

In the late 1980's local management of schools transformed schools' funding by transferring many financial powers to individual Governing Bodies.

Local Authorities had to establish funding formulae to equitably distribute money to schools in their area. Over time these formulae have been refined in accordance with Government requirements as well as how much money was available for schools in Bury.

During the past few months, the Prime Minister, the Chancellor of the Exchequer and the Secretary of State have all announced that they want to implement a

national funding formula (NFF) for all schools and academies throughout England by 2019/20.

They are “committed to phasing out the arbitrary and unfair school funding system that has underfunded schools in whole swathes of the country”. In its place, the Government will introduce a fair NFF for schools/academies, high needs and early years.

As part of the process, the DfE have begun a Consultation exercise with Stage 1 looking at the “vision and principles” and Stage 2 to be published later this year will provide more detailed information on the financial values of each part of the NFF.

Unfortunately there will be no increase in the total amount available and therefore those schools in higher funded areas will, over time, see reductions in their schools’ budgets to pay for increases for schools in underfunded areas.

Currently, Bury lies in 104th position for schools’ funding and 149th for Early Years and it is fully expected that we will see an increase, but how much or which sector will benefit is unknown at the moment.

The process of integrating all 150 local authorities’ funding formulae will begin in the 2017/18 financial year. There are a lot of technical aspects to be considered and dealt with before the NFF can be fully implemented, including some complex transitional arrangements.

Consequently in his recent Budget Speech, the Chancellor announced an extra £500 million to help with the implementation of the NFF by 2019/20.

Bury is one of only 3 LA’s who are on the national funding group and we in Financial Services are very active in advising the DfE on many of the technical aspects of all 3 major elements of the NFF.

Peter Lowe

For Training Courses

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Email: educationdte@bury.gov.uk

Telephone: 0161 2536931

Keep Up To Date And Informed:

www.bury-governor.com

13 April 2016	Children and Young People in Care (Looked After Children): A Briefing session for Governors	12.30pm - 3.30pm
14 April 2016	Effective School Governance - Session 1	12.30pm - 3.30pm
19 April 2016	The Role of the GB in Monitoring the Quality of Teaching	1.00pm - 4.00pm
20 April 2016	Developing the Role of Chair	9.00am - 3.30pm
21 April 2016	Effective School Governance - Session 2	1.00pm - 3.00pm
27 April 2016	Understanding and Using Assessment Data	6.00pm - 9.00pm
04 May 2016	National Induction Programme Modules 1 & 2	6.00pm - 9.00pm
09 May 2016	Group 3 Safeguarding Training For Schools & Governors	9.30am - 12.30pm
10 May 2016	Role of the Link Governor & Effective School Visits	6.00pm - 8.30pm
10 May 2016	Understanding and Using Assessment Data	12.00pm - 3.00pm
11 May 2016	National Induction Programme Modules 3 & 4	6.00pm - 9.00pm
14 May 2016	National Induction Programme Modules 1 to 4	9.00am - 4.00pm
19 May 2016	Developing Parental and Community Partnerships	7.00pm - 9.00pm
25 May 2016	What Are British Values in School?	1.00pm - 3.00pm
26 May 2016	SEND Update for Governors	1.00pm - 3.00pm
26 May 2016	SEND Update for Governors	6.00pm - 8.00pm
14 June 2016	Succession Planning within School Leadership	7.00pm - 9.00pm
20 June 2016	Conflict Resolution	9.00am - 12.00pm
13 September	Expectations of Governors & Governing Bodies	9.30am - 12.00pm
14 September	National Induction Programme Modules 1 & 2	6.00pm - 9.00pm
21 September	Expectations of Governors & Governing Bodies	6.30pm - 9.00pm
21 September	National Induction Programme Modules 3 & 4	6.00pm - 9.00pm
24 September	National Induction Programme Modules 1 to 4	9.00am - 4.00pm
28 September	Children and Young People in Care (Looked After Children): A Briefing session for Governors	6.00pm - 9.00pm
04 October 2016	New to Chairing - what Next (Level 1 Course) SESSION 1	6.30pm - 9.00pm
10 October 2016	Development of the Role of Chair (Level 2 Course) SESSION 1	6.30pm - 9.00pm
11 October 2016	New to Chairing - what Next (Level 1 Course) SESSION 2	6.30pm - 9.00pm
12 October 2016	Performance Management Training for Governors	12.30pm - 3.00pm
12 October 2016	Performance Management Training for Governors	6.30pm - 9.00pm
27 October 2016	Development of the Role of Chair (Level 2 Course) SESSION 2	6.30pm - 9.00pm
09 November	Health & Safety Core Competency for Governors - Do You Know What Your Health & Safety Responsibilities are as a Governing Body?	1.00pm - 4.00pm
09 November	Role of the Link Governor & Effective School Visits	6.30pm - 9.00pm
11 January 2017	Governor and Governing Body Self-Evaluation	6.30pm - 9.00pm
08 February 2017	Effective Committees - Fit for the Modern Day	9.30am - 12.00pm