

Note PAD

*A regular news sheet for
Governors of Schools
throughout the Bradford
District*

Education Bradford
School Governor Service

APRIL 2007



To Achieve School Improvement through
the Effective Governance of Schools

Model Performance Management Policy (including Classroom Observation Protocol)

The model performance management policy for schools, which has been agreed by the national Rewards and Incentives Group (RIG) has now been published. This policy reflects the statutory regulations and builds on the previous performance management guidance published by RIG. Within the model policy, the regulatory requirements are stated clearly and where governing bodies are able to exercise discretion, the options available are also identified. In drawing up their performance management policy, schools will need to decide for

each area of discretion which option to choose.

The model policy can be accessed at:
<http://www.teachernet.gov.uk/docbank/index.cfm?id=11093>

Schools are reminded of the requirement within the regulations to consult with all teachers and, before establishing or revising the school's performance management policy, to seek to agree the policy with the recognised trade unions, having regard to the results of the consultation with all teachers.

THE ITEMS COVERED IN THIS ISSUE:

- > *New Requirement to provide full time education from day 6 of an Exclusion*
- > *The Parental Involvement Programme*
- > *Draft Guidance for School Staff*
- > *The North of England Education Conference (NEEC) 2007*
- > *Gender Equality Duty*
- > *Free Regional Conferences for School Governors*
- > *School Governor Forums*
- > *Secondary Curriculum Review Consultation*
- > *Parent councils*
- > *We value your comments*
- > *Consultation on School funding arrangements*
- > *Family Fun Day: Nell Bank*

Conference for School Governors Leadership and Governance

Guest Speaker:

Professor John West-Burnham

Governors will be presented with a new challenge by the new agenda for schools – this conference is designed to discuss how schools can ensure Every Child Matters and link to the leadership challenge.

SATURDAY 16 JUNE 2007

10.00AM – 2.00PM @ HEATON MOUNT, MANNINGHAM LANE

Lunch and Refreshments provided.

There are a few places left on the conference so if you would like to book a place please return your booking slip sent out in February or ring School Governor Service on (01274) 385629 to request a further copy.

Consultation: Maintained Schools Attendance Targets

The DfES is consulting on the review of the regulations requiring maintained schools to set attendance targets.

The 2005 regulations that require maintained schools to set targets for reducing absence cease to have effect after the school year ending in summer 2008. The DfES is therefore proposing new regulations that maintain such targets, and place in law a focus on individual pupil as well as whole-school absence.

The proposed Education (School Attendance Targets) (England) Regulations 2007 will require schools to set a target for total school absence, as well as absence for defined pupil groups (as determined by school census data). Chief amongst the latter groups would be persistent absentees; pupils with 20 per cent or more absence.

The consultation will run to 21 May 2007. The consultation document and questionnaire can be viewed and completed at the DfES e-Consultations site.

New Requirement to Provide Full Time Education from Day 6 of an Exclusion

The DfES has recently issued new guidance requiring schools and Local Authorities to provide full time education from the sixth day after a head teacher's decision to exclude a pupil. The requirements will be effective from September 2007. The full guidance can be found at the following internet address:
<http://www.teachernet.gov.uk/wholeschool/behaviour/exclusion/>

The main points of the guidance are as follows:

- Parents/carers of any pupil who is excluded from school will be responsible for ensuring that the pupil is not in a public place during school hours, without reasonable justification, for the first five days of any exclusion. There is provision for issuing a fixed penalty notice for any breach.
- Schools, in the case of fixed term exclusions, and the Local Authority in the case of permanent exclusions, must provide full time

education (off-site or in a shared provision) from the sixth day after the head teacher's decision to exclude a pupil. The current expectation that Behaviour Improvement Programme (BIP) schools will provide full time education from the first day of a fixed term exclusion will remain.

- Schools are expected to immediately (i.e. on day one) inform their Local Authority, or the pupil's home Local Authority, of a head teacher's decision to permanently exclude a pupil, and provide the Local Authority with details of the excluded pupil.
- Schools should be working in partnerships to improve behaviour and attendance.
- Schools should have simple processes in place, that as well as notifying parents of an exclusion, inform their off-site providers (or on site shared provider) of a fixed term exclusion over five days and the need for provision.

- Regular reviews should be undertaken of the processes and strategies for dealing with exclusions.

The guidance gives various examples of how schools might meet these requirements through collaborative partnership arrangements. In the secondary phase these requirements could be met through the Behaviour and Attendance Collaboratives (BACs) which will be in place for September 2007. At primary level these requirements could be met by small groups of schools in a local area agreeing to host pupils from each others schools. The DfES expects schools to have plans in place to meet these requirements in September 2007.

Enquiries to:

Paul Nicklin Behaviour Support Strategy Manager on (01274) 385532.

The Parental Involvement Programme

Rigorous monitoring of the Parental Involvement Programme (PIP) and the most recent external evaluation have clearly demonstrated that the PIP is making a major contribution to improving outcomes for children and impacts positively on the District's priorities within the Children & Young People's Plan (CYPP).

This is achieved directly, through parent and child working together and indirectly by supporting parents in such a way as to ensure that changes impact positively on children and families.

Positive impacts on children

78% of schools noted a positive impact on attainment
71% of schools report PIP as having a positive impact on the attendance of children tracked.

64% of case studies note a positive impact on behaviour. Evaluations show that parental involvement is an effective tool in enabling parents to support their child's learning.

Positive impacts on parents/carers with improved outcomes for children
Schools are mapping consistent positive impacts on parents/carers linked to the programme in three broad areas:

- Parents are gaining personal development from social networks and community development at school.
- The number of parents gaining accreditation is high.
- The number of parents moving into work is high.

For further details contact Pam Khan on 01274 385948 e-mail pam.khan@bradford.gov.uk

Draft Guidance for school staff: Screening or Searching pupils for weapons

Head teachers in England can screen pupils and will soon have a power to search, without consent, pupils whom they suspect are carrying a knife or other weapon. Or they can authorize school staff to undertake the search. The Department will publish guidance on this when the power comes into force on 31 May 2007. The draft guidance also carries information and advice on the power to undertake no-contact or low-contact screening of pupils with electronic arch or wand. You can respond online via the DfES website. Alternatively, you can respond by email to: PowerToSearch.Consultation@dfes.gsi.gov.uk or by post to Consultation Unit, Area 1A, Castle View House, East Lane, Runcorn, Cheshire WA7 2GJ.

The North of England Education Conference (NEEC) 2007

Investing for Achievement – report from governor attendee

This was the first time Governors have been welcomed to the NEEC and I thank our School Governor Service and Education Bradford for my opportunity to attend. Sadly there were no other local representatives apart from NUT officer, Ian Murch. Delegates included teachers, councillors, unions, educational support agencies, psychologists and Universities. Professor Andy Hargreaves gave his presidential address before an outstanding entertainment in music and dance by Lancashire schools' lads and lasses ably demonstrating inclusion.

Each conference speaker had a keynote question and local youth parliament members ably interviewed delegates further. I attended the seminar Equity in Education - Reality or Myth? presented by Centre for Equity in Education at the University of Manchester, using their new report, considered

how we might help those groups of learners whose achievements are low despite the vigorous institutional improvement measures and targeted intervention of recent years. The report was released on the day and can be accessed on www.manchester.ac.uk

The conference was a valuable tool to some better comprehension of current and possible future educational plans. The opportunity to network was a highlight of the free hours. It was very interesting to hear the views and ideas from delegates from elsewhere and one feels keen to attend in 2008 (Cardiff) and hear more about the Welsh innovative action, as well as national progression, etc. (even if paying for oneself)

F-Elizabeth Evans (governor) January 2007

Gender Equality Duty

Public Sector Duty on Gender Equality (Gender Duty)

A new public sector duty on gender equality has been introduced with the Equality Act 2006. The duty, which will be effective in England, Scotland and Wales has been modelled along the lines of the existing race and disability duties, with a clear focus on outcomes.

Public sector duties lead public bodies, including schools, to take proactive steps to positively promote equality rather than solely taking steps to prevent discrimination. In doing so, they are likely to improve their services either in respect of their employment policies or service delivery.

The Equality Act sets out the framework for the gender duty by legislating for a general duty which will require schools to promote equality of opportunity; and not to unlawfully discriminate between women and men when carrying out their employment or service functions. The duty will also cover contraventions or breaches to the 1970 Equal Pay Act.

The Act allows for specific obligations to be placed on public bodies to help them fulfil their responsibilities under the general duty. In order to allow the gender duty to take full effect, the Sex Discrimination Act has been extended to make it unlawful for public bodies to discriminate on the

grounds of gender when performing their public functions.

The Gender Equality Duty comes into force on 6 April 2007. All public authorities (including schools) must demonstrate that they are promoting equality for women and men and that they are eliminating sexual discrimination and harassment. They are also required to have a gender-equality scheme in place by the end of April 2007.

Schools and Governing Bodies will find the following websites useful:

Teachernet website:

<http://www.teachernet.gov.uk/wholeschool/equality/genderequalityduty/>

Legislation for Equality and Diversity: A Guide for Schools:

http://www.teachernet.gov.uk/_doc/11059/Equality_legislation_guide_for_schools_V2__2__1.pdf

Equal Opportunities Commission – The Gender Equality Duty

<http://www.eoc.org.uk/Default.aspx?page=15016>

Equal Opportunities Commission – Code of Practice

http://www.eoc.org.uk/Docs/GED_CoP_Draft.doc

Free Regional Conferences for School Governors

National Governors' Association (NGA) is working with National College for School Leadership (NCSL) to provide five conferences for governors on succession planning. Finding the next generation of school leaders is going to be a challenge for governors. There is a need to develop a systematic approach to succession planning. The conferences will provide advice and guidance for governors through keynote speeches and practical workshops.

PLACES ARE FREE!

The dates available are:

Saturday 12 May in Birmingham; Saturday 23 June in Bristol and Saturday 30 June in Leeds.

If you would like further information or to book a place please ring NGA on 0121 643 5787 or e-mail: dawn.pheasey@nga.org.uk

School Governor Forums

The Summer Term School Governor Forums will take place as follows :

Keighley / Ilkley / Bingley	Thursday 21 June 2006 7.15pm at Riddlesden St Mary's CE Primary School
Bradford South/ West	Monday 25 June 2006 7.15pm at Future House, Bolling Road, Bradford 4
Shipley / Bradford North	Wednesday 27 June 2006 7.00pm at Wycliffe CE Primary School

If you are unable to attend the meeting in your area, you are more than welcome to attend one of the other forums, or alternatively pass the information on to one of your colleagues to attend in your place.

Secondary Curriculum Review Consultation

In February 2007, the Qualifications and Curriculum Authority (QCA) launched an online consultation on proposed changes to the curriculum at Key Stage 3 and 4 in England. Changes to the secondary curriculum will provide greater flexibility for teachers, greater coherence for the curriculum as a whole and more scope to

personalise the curriculum for individual pupils. The QCA would like to hear from all those involved in the education of young people. To find out more about the proposals and to respond to the consultation go to www.teachernet.gov.uk. Please note, the consultation runs until 30 April 2007.

Parent Councils

The DfES is developing a resource pack with the help of EdComs, a specialist consultancy, to help schools establish a parent council. They are looking to speak to governors or parents who have been involved in the process of establishing, or trying to establish a parent council within a school. If you feel that you could help in any way, please email: olivia.harrington@edcoms.co.uk.

We Value Your Comments

Included in the Easter mailing to all governors is the "School Governor Service Evaluation". This document looks at each of the services we provide and asks those who have experienced them over the last year to rate our performance.

This annual process is important to School Governor Service in allowing us to modify what we provide for governors as well as indicating areas where we might improve our services. Please return this form as soon as possible.

Consultation on the school, early years and 14-16 funding arrangements for 2008-2011

On 7 March Dugald Sandeman, Director of School Resources Group, wrote to local authorities announcing the launch of a consultation on the school, early years and 14-16 funding arrangements for 2008-11.

The consultation seeks views on changes to the school funding arrangements, ready for the introduction of the first three-year budgets for all schools for 2008-11. It includes proposals on the DSG distribution; and future level of the Minimum Funding Guarantee.

It also seeks views on funding arrangements to support the delivery of two key education reforms: the extension, to 15 hours, of the free entitlement to early-years education; and the entitlement to Specialised Diplomas at Key Stage 4.

Dugald's letter can be accessed at: www.teachernet.gov.uk/schoolfundingconsultation2007 with links to the consultation document, response form and supporting information. The consultation closes on Friday 1 June.

FAMILY FUN DAY: Nell Bank

Saturday May 19th 2007,
Denton Road,
ILKLEY,
LS29 0DE

Have fun and learn with the family - Children, Parents, Grandparents! Stunning surroundings - the most educational fun day of 2007!

Catch pond creatures; be a squirrel, badger, mole or rabbit; play on the adventure playground and water park; learn the wonders of the Nell Bank Woods!

Older children (and adults) can cross the assault course, orienteer and ski down the glacier to save the giant frog.

Tickets include a barbecue and activities under expert instruction. E-mail or ring to reserve tickets - they will go very quickly! £4 each or £12 a family ticket (max 5) Joined together families accepted.

We are totally accessible for less mobile governors as we have a specially built 'Nellmobile' which takes people around the site.

Governors are showing an increase in involvement in this area and we should be proud of the Centres' amazing health and Safety / accident record against the background of high profile events and governors responsibilities for outdoor visits.

Centre Manager - Bruce Fowler,
nell.bank@bradford.gov.uk Tel: 01943 602032.

Notepad is a regular news sheet produced for all governors of schools throughout the Bradford District. It is intended to be a brief and cost effective way of providing all school governors with up-to-date information about services, local and regional activities, and training opportunities.

Notepad is compiled and produced by School Governor Service, Education Bradford, Future House, Bolling Road, Bradford, West Yorkshire, BD4 7EB.

John Hesketh, Linda Townsend, Diane MacBairdy, Geoffrey Green and Jean Jordan are happy to provide any further information you may need about any item appearing in this issue. We can be contacted at the above address, Tel 01274 385629, Fax 01274 385624, e-mail: school.governor@educationbradford.com



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