



SPRINGMOOR GRANGE SCHOOL - STRUCTURE AND TERMS OF REFERENCE FROM SEPTEMBER 2026



Chair	Mrs P Sneath
Vice-Chair	Mr D Stone
Local Authority Representative	Mrs W Hall
Staff	Miss A Bowden (Headteacher) Miss L Simpson
Co-opted	Vacancy Mr P Wilson Mrs N Milne Mr G Robinson Mr L Clough Mrs S Aungiers
Parent	Craig Armstrong Jade Franklin

Statutory Monitoring Link Governors		
Safeguarding, Data Protection & PREVENT	Mr L Clough	Termly
Inclusion & Adaptive Teaching	Mr G Robinson & Mrs P Sneath	Annually
Health and Safety	Mr C Armstrong	Annually
Premiums	Mrs N Milne	Termly
Allergens	Mrs P Sneath	Annually
Audit of School Funds & Accounts	Mrs P Sneath	Annually

Additional Interest Link Governors linked to SIP	
Governor Training & Development, Skills Audit & Induction	Miss L Simpson
Attendance	Mr D Stone
Staff Wellbeing	Mrs W Hall
Behaviour	Mr L Clough
Enrichment	Ms S Aungiers
Knowledge, Skills & Achievement	Mrs P Sneath
Foundational Knowledge – English & Maths, Early Years Curriculum Development & Transition	Mr P Wilson
Staff CPD	Craig Armstrong
Fundamental British Values	Mrs N Milne
Pupil Wellbeing	Jade Franklin

FULL GOVERNING BOARD

Strategic Leadership and Accountability:

- Work with school leaders to set a clear vision with a focus on pupil progress, achievement, and well-being. Ensure this is communicated to the whole organisation and reviewed regularly.
- Set the values for the organisation and ensure these are embedded throughout the organisation and adhered to.
- Determine the strategic direction and vision for the school.
- Monitor that school leaders are keeping up with their statutory duties in relation to the maintenance of the Single Central Record (SCR).
- Monitor and evaluate pupil progress and attainment by receiving reports and information from the Headteacher, other school leaders and external sources; compare against national and local benchmarks over time.
- Receive reports from committees, working parties or individuals and agree actions.
- Approve the SEF and monitor throughout the year.
- Approve the School Improvement Plan priorities and monitor progress towards agreed actions throughout the year.
- Review and agree the school's Business Continuity Plan annually.
- Ensure the well-being of staff and that staff workload is managed.
- Ensure there is a transparent system for performance management of all staff which is clearly linked to the school's priorities. Have oversight of staff performance throughout the year.
- Ensure there are mechanisms in place to listen to and respond to the views of parents/carers, pupils, staff, local communities and employers.
- Agree the recruitment process to be followed in relation to Senior Leader posts; where delegated ratify appointments.
- Approve the annual budget plan.
- Monitor the school's budget throughout the year.
- Agree expenditure limits for the Headteacher.

- Hold at least 3 meetings each academic year.
- Ensure that committee meetings are held in accordance with the agreed terms of reference.

People and Governance Structures:

- Elect and/or remove Chair of Governors and Vice Chair of Governors.
- Annually appoint Committee Chairs or delegate to each committee.
- Consider and agree delegation of functions to individuals or committees.
- Agree annually the committee terms of reference and membership.
- Agree annually the quorums for committee meetings.
- Agree annually the voting rights for Associate Members.
- Establish and maintain a register of Governors business interests.
- Confirm the Instrument of Government and subsequent amendments.
- Appoint Co-opted, Local Authority and where necessary Parent Governors to the Governing Board.
- Review and monitor the pre-appointment interviews and Governor Induction Process.
- Have regard for Governors professional development i.e. development of an annual training plan.
- Where necessary, suspend or remove Governors from the Governing Board.
- Appoint/dismiss the Clerk to the Governing Board.

Compliance and Evaluation:

- Ensure the school is fulfilling its responsibilities regarding safeguarding and child protection and the requirements of 'Keeping Children Safe in Education'.
- Ensure Safeguarding policies are adhered to; monitor and review all safeguarding policies/procedures within school.
- Monitor and review data on behaviour, bullying, child on child abuse, attendance and exclusions.
- Ensure all statutory requirements for reporting and publishing information are met.
- Ensure that adequate provision is made for pupil transition.
- Ensure the school complies with the provisions of the Equalities Act 2010.
- Where necessary ensure that all pupils have access to independent careers advice.
- Agree annually the School Financial Value Standard (SFVS) Self-Assessment Checklist prior to the 31 March deadline and monitor the implementation of any identified actions.
- Consider business provided by the Local Authority and other sources.
- Ensure all statutory and non-statutory policies are in place and there is an effective policy review cycle.
- Review and agree the Governor Code of Conduct.
- Ensure Governors' information on the Get Information About School (GIAS) register and the school website is up to date and compliant with current DfE requirements.
- Confirm arrangements for completion of a Governor Skills Audit.
- Ensure there is regular self-evaluation and review of individual's contribution to the Board as well as the Board's overall operation and effectiveness.
- As necessary, consider an external review of the Board's effectiveness.

MEETINGS At least termly

QUORUM – 7 voting members

DISQUALIFICATION • Where there may be a conflict of or a pecuniary interest

Terms of Reference:**General Terms:**

- To act on matters delegated by the full governing board and to consider, respond and feedback to the full governing board as appropriate.
- To liaise and consult with other committees where necessary
- To contribute to the School Improvement Plan.
- To consider safeguarding and equalities implications when undertaking all committee functions.

Curriculum, Teaching & Inclusion

- Ensure that the school curriculum is of high-quality and ambitious for all pupils (the intent), particularly those who are disadvantaged, those with SEND, those who are known (or previously known) to children's social care, and those who may face other barriers to their learning and/or well-being.
- Ensure that the curriculum is designed to give pupils, including those detailed above with the knowledge they need to take advantage of opportunities, responsibilities and experiences in later life.
- Monitor the effective delivery of the curriculum (the implementation) across all subjects, year groups and key stages.
- Receive assurance that all pupils build strong foundations for accessing the curriculum and for later success, including academic achievement, good health and well-being.
- Ensure the school's curriculum covers the statutory requirements set out in the basic curriculum (which includes the national curriculum and relationships, sex and health education, and religious education).
- Ensure that the curriculum contributes to pupils' personal development and SMSC
- Ensure that the school's policy on SEND is consistent with the Code of Practice, Equalities Act and most recent KCSIE updates.
- Receive termly reports from the Headteacher/SENDCo and termly monitoring reports from the SEND Governor

Achievement

- Ensure that the school provides a high-quality education for all pupils (the impact), especially disadvantaged pupils, those with SEND, those who are known (or previously known) to children's social care, and those who may face other barriers to their learning and/or well-being, that gives them the necessary knowledge, skills and qualifications to succeed in life, and equips them for the next stage of their education.
- Receive assurance that pupils make progress from their starting points in all subjects across the curriculum.
- Receive assurance that all pupils are reading fluently at an age-appropriate level.
- Review internal assessment data to understand what this indicates about pupil

Chair: Mr P Wilson

Miss A Bowden
Mrs P Sneath
Mr G Robinson
Mrs N Milne

Associates:

Mrs J Phillips
Mrs M Bowman
Mrs H Shepherd

Early Years Curriculum
Development & Transition – Mr P Wilson

Foundational Knowledge – English & Maths – Mr P Wilson

Knowledge, Skills & Achievement
– Mrs P Sneath

Premiums – Mrs N Milne

**SEND & Adaptive Teaching –
Mr G Robinson & Mrs P Sneath**

	achievement and what decisions leaders have made as a result. • Consider published data (e.g. the IDSR) and understand what this indicates about achievement over time. • Receive assurance that pupils are, on the whole, achieving well and this is evidenced in their attainment and progress in national tests and examinations, which are broadly in line with national averages, including for disadvantaged pupils. • Monitor and review impact of additional grant funding e.g., Pupils Premium. MEETINGS At least termly QUORUM - 3 DISQUALIFICATION • None	
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LEADERSHIP, GOVERNANCE & SAFEGUARDING

Terms of Reference:

General Terms:

- To act on matters delegated by the full governing body and to consider, respond and feedback to the Full Governing Board as appropriate.
- To liaise and consult with other committees where necessary
- To contribute to the School Improvement Plan.
- To consider safeguarding and equalities implications when undertaking all committee functions.
- Contribute to the development and monitoring of the SEF and School Improvement Plan Priorities
- Review and adopt policies in accordance with the programme of review as delegated by the full Governing Board.

Accountability Actions:

- To review governor continuous improvement in role, considering statutory guidance, current policies, procedures and requirements through development and training.
- To monitor and evaluate:
 - The effectiveness of leadership and management, including governance.
 - The behaviour management of school leaders.
 - The implementation and impact of all policies and procedures related to staffing.
 - All feedback from any staffing review on the quality of teaching as judged through the appraisal process, and the impact of development plans for school improvement.
 - The impact of continuing professional development on improving staff performance.
 - The fulfilling of responsibilities regarding child protection and the requirements of “Keep Children Safe in Education” including PREVENT.
 - The reports on oversight of staff health and well-being, including staff work/life balance, working conditions, the monitoring of absence for all staff and the management of absence procedures.
 - The school’s publicity, public presentation and relationships with the wider community.
 - All statutory requirements for reporting and publishing information are met, and the school website content is fully compliant and presented in an accessible way.

MEETINGS At least termly

QUORUM – 3 voting members

DISQUALIFICATION • Where there may be a conflict of or a pecuniary interest

Chair: Mrs W Hall

Mrs P Sneath
Miss A Bowden
Mr L Clough
Miss L Simpson
Mr C Armstrong

Associates:

Mrs J Phillips

Governor Induction, Training & Development & Skills Audit – Miss L Simpson

Safeguarding, PREVENT & Data Protection – Mr L Clough

Staff Wellbeing – Mrs W Hall

Staff CPD – Mr C Armstrong

Allergens – Mrs P Sneath

FINANCE AND PREMISES	<u>Finance:</u> To review and agree the first formal budget plan of the financial year for approval by the full Governing Board • Establish and maintain an up-to-date three-year budget plan, considering priorities in the School Improvement Plan, roll projections and signals from central Government and the Local Authority regarding future years' budget. • Ensure that priorities detailed within the School Improvement Plan are appropriately costed and are reflected in the annual budget. • Monitor the capital and revenue budget position statements to identify and address any anomalies from the anticipated position and report termly to the full Governing Board. • Review and monitor outstanding debts and action taken. • Review the Quarterly Written Report and Financial Report. • Monitor and authorise expenditure including those over the Headteacher's delegated limit. • Consider and approve spending decisions where competitive quotations or tenders are required in accordance with the current Contract Procedures Rules. • Ensure the school operates within the financial regulations of the Local Authority and the requirements of the DfE Schools Financial Value Standard (SFVS). • Monitor the implementation of any actions identified in the Schools Financial Value Standard (SFVS). • Monitor expenditure of all voluntary funds held on behalf of the Governing Board and receive an audited annual statement of income and expenditure. • Annually review the outcomes of the Asset Register stock check and approve the disposal of obsolete items. • Oversee use and monitor impact of all additional grant funding e.g. Pupil Premium. • Consider and promote income generation. • Annually review income generated from lettings, fees and charges, funding raising activities and the sale of assets. • Monitor Extended Care provision including review of annual income and expenditure statements where applicable. • Ensure the school has appropriate insurance cover in place. • Annually review and adopt the school's Financial Procedures Manual and all other finance related policies. • Annually review and make decisions in respect of service level agreements and other contracts and lettings. • Make decisions on expenditure following recommendations from other committees.	Chair: Mr D Stone Mrs P Sneath Miss A Bowden Mrs N Milne Mr C Armstrong Associates: Ms T Jackson Health and Safety – Mr C Armstrong Audit of Funds – Mrs P Sneath
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- Ensure as far as is practical that health and safety issues are appropriately funded in accordance with agreed priorities.
- Annually review financial benchmarking data.
- Monitor the implementation of actions arising from the Internal Audit report or of a financial nature from other inspection regime reports.

Premises:

- Annually approve the Health and Safety Policy ensuring that the school meets health and safety requirements.
- Ensure actions are taken in respect of relevant health and safety legislation.
- Receive an annual Health and Safety Audit Report and monitor arising actions.
- Ensure the premises and the learning environment are maintained and are fit for purpose.
- Provide support and guidance for the Headteacher and Governing Board on all matters relating to the maintenance and development of the premises and grounds, including health and safety.
- Ensure that an annual inspection of the premises and grounds is undertaken and that priorities for maintenance and development are identified.
- Ensure professional surveys and emergency works are arranged as necessary.
- Oversee the use of premises by outside users.
- Annually review the school's Accessibility Plan and Asset Management/Building Development Plan.
- Receive and consider the recommendations from annual inspections, e.g. Energy Report, Tree Survey.
- Ensure appropriate Risk Assessments are carried out and reviewed on a regular basis.
- Ensure inspections of the school site, buildings and equipment take place annually and at appropriate intervals and that reports are shared.
- Monitor data on accidents and incidents.

MEETINGS At least termly

QUORUM – 3 voting members

DISQUALIFICATION • Where there may be a conflict of or a pecuniary interest

	<u>Delegation to the Headteacher</u> • The School Standards and Framework Act 1998 • The Governing Board can delegate to the Headteacher responsibility for deploying • resources, subject to the provisions in the Scheme for the Financing of Schools in County Durham • Any item of expenditure up to £1000 without prior approval for emergency cases • Above this limit, up to £5,000 with approval from Chair of Governors or Chair of Finance and Premises Committee • Above this limit if item was previously notified to the Governing Board • Prior Finance and Premises Committee or Chair of Governors approval (whichever is the soonest) to be sought outside of these limits and reported to the Finance and Premises Committee at the earliest opportunity. NOTE: • Any goods/services purchased and works to be carried out are subject to the latest Durham County Council Contract Procedures Rules as published on the School Portal.	
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BEHAVIOUR, ATTENDANCE, PERSONAL DEVELOPMENT & WELLBEING – including PUPIL DISCIPLINE FIRST COMMITTEE	<u>Terms of Reference:</u> General Terms: • To act on matters delegated by the full governing body and to consider, respond and feedback to the Full Governing Board as appropriate. • To act as the First Pupil Discipline Committee for permanent and fixed term exclusions. • To liaise and consult with other committees where necessary • To contribute to the School Improvement Plan. • To consider safeguarding and equalities implications when undertaking all committee functions. Accountability Actions: • An annual review of the Behaviour Policy to be inclusive of vulnerable and special needs children. • To ensure that the school creates a safe, calm, orderly and positive learning environment. • To review the management of incidents of poor behaviour to be timely, consistent and effective. • To review the school’s strategy for career education and awareness. • To review all pupil exclusions (internal, fixed term and permanent) to be timely, consistent and effective. • To review pupil attendance and punctuality to evaluate behaviour, including vulnerable and special needs children. • To ensure all children and staff have equal opportunities and the school adopts an inclusive ethos. • To complete an annual review of parent feedback regarding the development of their children and take any actions necessary. • To ensure that the British Values and Protected Characteristics strategies are followed.	Chair: Mr L Clough Mr D Stone Mrs P Sneath Miss A Bowden Ms J Franklin Mrs N Milne Ms S Augiers Associates: Mrs H Shepherd Mrs M Bowman Attendance – Mr D Stone Behaviour – Mr L Clough Pupil Wellbeing – Ms J Franklin Fundamental British Values – Mrs N Milne Enrichment – Ms S Augiers
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Pay Review & First Committee:

- Agree the Teachers' Pay Policy.
- In accordance with the Teachers' Pay Policy, ensure that a robust performance management process is in place, consider recommendations in relation to any UPR applications received or other payments or allowances and note the automatic pay progression of Teachers.
- In accordance with the Teachers' Pay Policy receive an update from the Performance Management Governors regarding the pay progression of the Headteacher.
- Consider any requests made in accordance with HR policies (unless delegation is to the Headteacher).
- Make any decisions under HR procedures adopted by the Governing Board e.g. disciplinary, attendance, capability etc. (unless delegation is to the Headteacher)
- Lifting of Headteacher's suspension (lifting of all other staff suspensions delegated to the Chair of Governors).
- Deal with matters relating to staffing reductions, restructures and changes to the permanent school staffing structure.

Staffing:

- Carry out an annual review of the staffing structure in consultation with the Headteacher and Finance and Premises Committee.
- Ensure the school is sufficiently staffed to fulfil the effective operation of the school and the School Improvement Plan (SIP).
- Oversee the recruitment and selection procedure for all staff.
- Keep under review work/life balance, working conditions and well-being including monitoring attendance management.

Delegation to the Headteacher (School Staffing (England) Regulations 2009)

The Governing Board delegated the power to appoint **non-teaching staff** posts to:

- The Headteacher
- One or more Governors with the right of the Headteacher to advise
- The Headteacher and one member of the Senior Leadership Team or Governing Board

Chair: Mrs P Sneath

Mr D Stone
Mr P Wilson
Mrs W Hall
Mrs N Milne
Miss A Bowden

Appointments

- **Permanent teaching staff posts**
- **Permanent support staff posts**
- **All temporary staff**

1. Outside Leadership Team:

The Governing Board delegated to the Headteacher and at least one other member of the Governing Board or School Senior Leadership Team to appoint outside the Leadership Team.

2. Leadership Team:

The Governing Board delegated to the Headteacher and at least two other members of the Governing Board to appoint within the Leadership Team.

3. Headteacher

The Governing Board will make appointments to the Headteacher role (at least four members at interview and decision ratified by a minimum of six members of the Governing Board) – excluding the outgoing Headteacher.

Conduct, Capability, Performance and Discipline Staff Matters

The Governing Board delegated all matters to the Headteacher or to the Chair of Governors if the Headteacher was the subject of any proceedings, in line with school HR policies.

Pupil Discipline

- Consider representations from parents/carers in the case of suspensions in line with statutory guidance.
- Consider the appropriateness of any permanent exclusion or any exclusion where one or more suspensions total more than 15 school days in one term or where a pupil is denied the chance to take a public examination in line with statutory guidance.

Complaints

- Consider any complaints in accordance with the school Complaint Policy

	MEETINGS At least annually QUORUM - 3 DISQUALIFICATION •Headteacher •Chair of Governors (if prior knowledge of disciplinary matter) •Where there may be a conflict of interest •Any Governor whose spouse/partner/family member is involved •Staff (annual pay review or matters related to a staffing reduction process). Any Governor who has prior knowledge of the complaint	
<u>APPEALS</u>	<u>Terms of Reference</u> • Consider any appeal against a decision made under the HR policies adopted by the Governing Board. • Consider any appeal against a decision made by the First/Pay Review Committee during the annual review of teachers' salaries. • Consider any appeal against selection for redundancy through a staffing reduction process. MEETINGS As and when required QUORUM - 3 DISQUALIFICATION •Headteacher •Chair of Governors (if have prior knowledge) •Any Governor involved in the original hearing •Where they may be a conflict of Interest •Any Governor whose spouse/partner/family member is involved •Staff (appeals in relation to salary or staffing reduction decisions)	Chair: Mr L Clough Mr G Robinson Ms S Aungiers Mr C Armstrong Ms J Franklin

HT PERFORMANCE MANAGEMENT	<u>Terms of Reference:</u> • Set, with the support of the Local Authority Advisor, the Headteacher's annual performance objectives. • Monitor throughout the year the performance of the Headteacher against agreed performance objectives. • Review, with the support of Local Authority Advisor achievement of performance objectives. • Make recommendations to the First/Pay Review Committee in respect of the Headteacher's annual incremental pay. MEETINGS - Autumn Term plus 2 mid-year review meetings QUORUM 2 DISQUALIFICATION • Headteacher • Staff	Chair: Mrs P Sneath Mr D Stone Mr P Wilson Mrs W Hall Mrs N Milne
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