

Appendix 'A'

Terms of References of Governor Committees – 'Asset Management' & 'Personnel'
For the Academic Year
2019-2020

Agreed in AUTUMN TERM (November 2018-2019) until
further notice – reviewed annually by Full Governors in the
Summer Term

VACANT POSTS

Teachers, T/A's and Other Support Staff

All delegated to the school's Headteacher / SLT unless non-staff governors express an interest in the process.

SLT (DHT'S, AHT'S, SLE'S) – See rationale for Headteacher post re internal appointments

Usually at least x1 non-staff governor (with safer recruitment training) for short-listing and interviews to be on appointment panel and current school leadership supports governors on the process.

Headteacher

Governors recognise the extreme importance of maintaining the existing high standards, embedded cultures and the general excellence which has taken years to create at NMS.

Governors retain the option to advertise nationally and externally whatever the circumstances but are not obliged to automatically.

Therefore, governors retain the option not to advertise (legally allowed) if they feel there is existing in-house, very strong personnel capacity (eg DHTs) in order to maintain the excellent outcomes and cultures developed over previous years.

Legally, governors can appoint internal DHTs if they feel they are capable of maintaining such high standards and ensuring there is no culture change. Succession planning can ensure a natural fit to maintain excellent standards and the existing culture.

Governors do not want to lose the existing excellence (as Senior Leaders would very likely move schools if an external candidate was appointed HT).

Governors recognise that appointing external candidates could result in the loss of internal experience and a significant change in culture.

Signed : Chairs

Date :