

	<h2>Children, Education and Safeguarding Committee</h2> <h3>20 October 2022</h3>
<p style="text-align: center;">Title</p>	<p>Local Authority School Governor Nominations – update</p>
<p style="text-align: center;">Report of</p>	<p>Chair of the Committee, Councillor Pauline Coakley Webb</p>
<p style="text-align: center;">Wards</p>	<p>All</p>
<p style="text-align: center;">Status</p>	<p>Public</p>
<p style="text-align: center;">Urgent</p>	<p>No</p>
<p style="text-align: center;">Key</p>	<p>No</p>
<p style="text-align: center;">Enclosures</p>	<p>Appendix A (embedded within this document below)</p>
<p style="text-align: center;">Officer Contact Details</p>	<p>Chris Munday, Executive Director, Children and Family Services Chair of Barnet Education and Learning Service (BELS) Board Chris.Munday@Barnet.gov.uk Telephone: 0208 359 7099</p> <p>Neil Marlow, Chief Executive and Director of Education and Learning, Barnet Education and Learning Service (BELS) neil.marlow@Barnet.gov.uk Telephone: 0208 359 7725</p>
<h2>Summary</h2>	
<p>In September 2018, the Children, Education and Safeguarding Committee received a report on the process for nominating Local Authority governors to serve on the governing bodies of Barnet schools. The committee approved the proposed changes to the process and agreed there should be a review of the new process in twelve months' time. At its meeting on 10 September 2019 the committee noted the nominations made in the school year 2018/19 and agreed that the process for making nominations described in the report should continue.</p> <p>This report describes the process that has operated since September 2018 and Appendix A sets out the details of the decisions taken by the panel at the three meetings held in the school year 2021/22.</p>	

Recommendation

- 1. That the Committee note the information in Appendix A of this report on the nominations of local authority governors to Barnet Schools since September 2021.**

1 WHY THIS REPORT IS NEEDED

- 1.1 In September 2018, the Children, Education and Safeguarding Committee received a report on the process for nominating Local Authority governors to serve on the governing bodies of Barnet schools. The committee approved the proposed changes to the process and agreed there should be a review of the new process in twelve months' time. At its meeting on 10 September 2019 the committee noted the nominations made in the school year 2018/19 and agreed that the process for making nominations described in the report should continue.
- 1.2 The agreed process for nominating local authority (LA) governors is as follows:
 - A panel consisting of one majority party councillor and one minority party councillor meets with the Governor Services and Advice Officer from Barnet Education and Learning Service (BELS). The panel considers Local Authority Governor vacancies and possible nominations and makes recommendations on nominations to the Executive Director, Children's Services.
 - The Executive Director considers the recommendations and decides on the nominations. Nominations made by the Executive Director are reported via a Chief Officer Decision in the name of the Executive Director, Children's Services.
 - Each nomination is then reported to the appropriate Clerk to the Governing Body, advising that the Governing Body should consider appointment of the nominee, and requiring the Clerk to report the Governing Body decision, with terms of office of the LA Governor as appropriate, for the Council's records.
 - The school then decides on whether to accept the nomination and make the appointment.
- 1.3 The Chair of the panel is the representative from the majority party (Cllr Pauline Coakley Webb) and the representative from the minority party (Cllr Michael Mire). If the two members disagree on a nomination, the chair has a second or casting vote. Named reserves from both parties are to be confirmed.
- 1.4 When it meets, the panel considers applications (via a completed application form), which is matched to details of the skills and other eligibility criteria outlined by the Governing Body of the school with the vacancy. First preference is given to Ward Members who have put themselves forward. The panel considers whether the Ward

Member has the requisite skills and, if required, requests further information from the individual. If no Ward Members or other Councillors put themselves forward or the Ward Member/other Councillor does not have the requisite skills, other candidates, who have applied independently to Governor Services, are assessed for suitability, based on their application form/Curriculum Vitae, together with any comments from the Chair of Governors regarding desirable skills and experience being sought. The panel considers whether the other candidates have the requisite skills and selects the best candidate based on merit.

- 1.5 The panel meets termly, and the panel has met three times in the 2021/22 school year.
- 1.6 Details of the decisions taken by the panel are shown in Appendix A.
- 1.7 On the three occasions when the panel met, the panel considered and made recommendations for nominations as follows:
 - December 2021 – 7 vacancies considered; 6 nominations agreed, 1 deferred
 - March 2022 – 11 vacancies considered; 10 nominations agreed, 1 deferred
 - July 2022 – 13 vacancies considered; 10 nominations agreed, 3 deferred
- 1.8 All recommendations made were agreed by the Executive Director and therefore the nominations were put forward to the relevant Governing Bodies. Where recommendations for nomination were deferred, this was because the panel did not believe it had anyone suitable to nominate or was still awaiting nomination forms.
- 1.9 The percentage of LA governor vacancies after each termly meeting for 2021/22 remained below 3%, compared to 24% before the new process was implemented in December 2018.
- 1.10 **Ethnicity of Governing Boards**

We don't have any evidence that the LA Governor Nomination process has made our governing boards more diverse as our nomination form doesn't currently ask about ethnicity. However, we will start to do this from now on. We do advertise the role and reach BAME groups via Barnet First and our own webpage, specifically aimed at BAME groups and offering them free taster 'induction' training to give a better understanding of school governance for those prospective governors who approach us from BAME communities. We've had 7 expressions of interest so far and these have either been placed, are awaiting places, or we are awaiting their nomination form. The government funded agencies we use to source prospective governors from (and signpost schools to) have their own incentives to increase diversity among volunteers coming through them. We also promote the role of the Associate Member as a means of helping prospective governors, who are unsure whether to commit, to gain an understanding of governance before taking on the full role. To publicise this, we continue to recommend to schools that they include a statement to reflect this in their election material (those schools subscribing to our service will be using our forms which include this). It is a national issue that many ethnic groups are underrepresented on governing boards. Hence, the DfE are working on increasing awareness of the Governor Role nationally as this is seen to

be the biggest barrier. We have asked schools to follow suit by doing so within their communities and have sent them some recommended text. We hope that this, coupled with our advertising campaign, will help schools diversify their governing boards.

2 REASONS FOR RECOMMENDATIONS

- 2.1 The change to the procedure for nominating local authority governors agreed by the committee in September 2018 was intended:
- to improve the selection of appropriately skilled governors to enhance schools' governance, by introducing more rigorous selection, informed by local knowledge of each school's context and skills required.
 - to contribute to good oversight and management of schools for the benefit of children and young people.
 - to ensure that the process reflects the new legislative requirements.
 - to reduce delay in appointments.

The change appears to continue to meet these objectives.

3 ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

- 3.1 The nominations process could be undertaken by a committee. Previous experience has found this practice to be lengthy and to result in delays in making nominations. The revised arrangements have streamlined the process, whilst retaining Member involvement and oversight.

4 POST DECISION IMPLEMENTATION

- 4.1 The nomination process agreed by the committee in September 2018 and again in September 2019 and September 2020 will continue to be implemented. Recommendations made by the Panel and decisions taken by the Executive Director will continue to be reported via a Chief Officer Decision.

5 IMPLICATIONS OF DECISION

Corporate Priorities and Performance

- 5.1 The quality of the education offer in Barnet is at the heart of Barnet's continuing success as a place where people want to live, work and study. It plays a crucial part in making Barnet a popular and desirable place with many families attracted to the area by the good reputation of Barnet's schools.
- 5.2 Excellent educational outcomes and ensuring children and young people are equipped to meet the needs of employers are key to delivering the Council's strategic objectives set out in its Corporate Plan, Barnet 2024, based on the core principles of fairness, responsibility and opportunity to make sure Barnet is a place:
- of opportunity, where people can further their quality of life
 - where people are helped to help themselves, recognising that prevention is

better than cure

- where responsibility is shared, fairly
- where services are delivered efficiently to get value for money for the taxpayer.

5.3 The London Borough of Barnet's Education Strategy 2021-2024 sets out that good leadership and governance is a key driver to the achievement of the improvement of schools and educational outcomes.

Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)

5.4 The work to drive the delivery of the council's contribution to the Education Strategy is delivered from within existing resources of the Education and Skills service, which is delivered in partnership with Barnet Education and Learning Service (BELS).

Legal and Constitutional References

5.5 The School Governance (Constitution)(England) Regulations 2012 came into force on 1 September 2012, amendments came into force on 1 September 2014 and further amendments came into force on 1 September 2015. The Constitution of Governing Bodies of Maintained Schools 2017 contains statutory guidance for governing bodies of maintained schools and local authorities.

5.6 Under the Council's Constitution Article 7 (Committees, Forums and Partnerships) the terms of reference of the Children, Education and Safeguarding Committee includes responsibility for 'determining the arrangements for making nominations to the governing bodies of Local Authority administered schools.'

Risk Management

5.7 The risk of not responding to the increased focus being placed on Governing Bodies within the Ofsted Inspection Framework is a risk to the council and the local community in terms of failing to maintain the quality of education in Barnet.

5.8 If responsibility for the nominations process were to be transferred back to a committee, there is a risk of delay in decision-making, leading to governing bodies carrying vacancies for a significant period of time which could impact on the effectiveness of the governing bodies and their ability to discharge their duties.

Equalities and Diversity

5.9 The competency framework for governors states that governors should be mindful of their responsibilities under equalities legislation, recognising and encouraging diversity and inclusion. By ensuring that governors have the requisite skills to undertake the role, the process in place for nominating LA governors should ensure an improved form of school governance in terms of compliance with equalities legislation.

Corporate Parenting Principles

- 5.10 Governing bodies are responsible for holding the headteacher to account. This includes assurance that the designated teacher for looked after children is properly supported and challenged to undertake this role. By ensuring that governors have the requisite skills to undertake the role of governor, this should ensure an improved form of school governance in terms of schools' complying with duties towards looked after children.

Consultation and Engagement

- 5.11 Nominations have been made to a number of maintained schools. Schools have not given any negative feedback on the new process for nominating governors.

6 BACKGROUND PAPERS

Children, Education, Libraries and Safeguarding Committee, 12th September 2018:
Item 9 - Report on 'Proposed change to the Local Authority School Governor Appointments Process'.

<http://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=697&MIId=9467&Ver=4>

Children, Education, Libraries and Safeguarding Committee, 10th September 2019:
Item 9 - Report on 'Proposed change to the Local Authority School Governor nominations – update and review'.

<https://barnet.moderngov.co.uk/documents/s55005/Local%20Authority%20School%20Governor%20nominations%20-%20update%20and%20review.pdf>

Children, Education, Libraries and Safeguarding Committee, 22nd September 2020:
Item 8 - Report on 'Local Authority School Governor nominations – update'.

<https://barnet.moderngov.co.uk/documents/s60152/CES%2022.9.20%20-%20LA%20School%20Governor%20Nominations%20Report%20-%20final%20cleared%20version%209.9.20.pdf>

Appendix A

Decisions taken by the LA Governor Nominations Panel at meetings in Autumn, Spring and Summer terms of 2021/22

LA Governor Nomination Panel Meeting Report – 10 December 2021

School	Nomination received via	Panel Decision/Nomination
BEIT SHVIDLER	Au21: School nomination for Eli Kosiner received. Colin Richman (Renominated Dec 2018) resigned October 2021.	Eli Kosiner
DEANSBROOK INFANT	AU21: Hugh Rayner reappointment received. Au17: Cllr Hugh Rayner via Cons 18.11.17.	Hugh Rayner
OAKLEIGH	Au21: Cllr Sachin Rajput Re-appointment nomination form received	Cllr Sachin Rajput
ST JAMES CATHOLIC HIGH	AU21: Nomination from Dr Peter Harries chosen by school from waiting list of prospective governors kept by GS.	Dr Peter Harries
ST PAUL'S CE PRIMARY NW7	AU21: Keme Ndukwe nominated by school. AU21: Charlotte Elizabeth Daus resigned.	Keme Ndukwe
JCOSS (Jewish Community Secondary School)	AU21: Nomination from Kinjal Vadgama chosen by school from waiting list of prospective governors kept by GS. AU21: Judith Usiskin has resigned Sept 2021 due to ill health.	Kinjal Vadgama
OSIDGE PRIMARY SCHOOL	AU21: No nomination received. Awaiting school's nomination via GS. SU18: Andreas Tambourides nominated 31.8.18 consequently resigned.	Deferred

LA Governor Nomination Panel Meeting Report – 11 March 2022

School	Nomination Information	Panel Decision/Nomination
BEIS YAAKOV PRIMARY	SP22: Awaiting confirmation from Cllr Shimon Ryde following school's re-nomination.	Deferred.
CROMER ROAD PRIMARY	SP22: Renomination of Tony Vourou requested by School. Approved.	Tony Vourou
FOULDS	SP22: Cllr Longstaff renominated by school. Nomination received.	Cllr David Longstaff
FRIERN BARNET	SP22: Cllr Anne Hutton Re-Nominated by school - Nomination Received.	Cllr Anne Hutton
Gold Star Federation (Orion & Goldbeaters)	SP22: Cllr Gill Sargeant Re-nominated by school.	Cllr Gill Sargeant.
HOLLICKWOOD PRIMARY	SP22: Cllr Barry Rawlings Re-Nomination (nomination received).	Cllr Barry Rawlings
MONKFRITH PRIMARY	SP22: Cllr Kathy Levine re-nomination by school.	Cllr Kathy Levine
NORTHSIDE PRIMARY	SP22: Nam Thaker resigned but being kept on as Associate Member. School nominates Ola Williams to LA Governor Vacancy.	Ola Williams
NORTHWAY	SP22: Matt Dreisin Renomination form received.	Matt Dreisin
ST AGNES CATHOLIC PRIMARY	SP22: Cllr Jack Cohen renomination received.	Jack Cohen
WHITINGS HILL PRIMARY SCHOOL	SP22: Free School: Chair nominates Cllr Paul Edwards. Nomination received.	Cllr Paul Edwards

LA Governor Nomination Panel Meeting Report – 22 July 2022

School	Nomination Information	Panel Decision/Nomination
ALL SAINTS' CE PRIMARY NW2	SU22: Cllr Nigel Young. Form Received. Sp18: Cllr Anne Clarke Nominated 19.3.2018	Cllr Nigel Young
BEIS YAAKOV PRIMARY	SU22: Chair and Cllr Ryde non-responsive to correspondence sent. Suggest deferring and matching with other prospect if nothing received before the next panel meeting in Autumn 22.	Deferred
CHURCH HILL & Brunswick Park (CHBP) Federation	SU22: Cllr Philip Cohen nomination received. Cllr Lisa Rutter stepped down. SP18: Cllr Lisa Rutter appointed 16.4.18	Cllr Philip Cohen
COURTLAND PRIMARY	SU22: Awaiting nomination once chair meets with prospective candidates. Former LA Governor, Golnar Bukael, resigned.	Deferred
DANEGROVE PRIMARY	SU22: Informed by School that Cllr Coakley Webb's term ends August 2022. Cllr CoakleyWebb has indicated willingness to continue. Suggest renomination.	Cllr Coakley Webb
FINCHLEY CATHOLIC HIGH	SU22: Jane Inzani's term of office expires 31 July 2022. Reappointment requested by school via Clerk Chris Jones on 21 June 2022. Jane is Chair of Governors so school have chased renomination several times. Form received. Suggest renomination.	Jane Inzani
HOLLICKWOOD PRIMARY	SU22: Josh Tapper chosen from prospects sent. The Governing Board have rejected the previous nomination for Cllr Barry Rawlings as attendance had dropped to 25% since September	Josh Tapper

	2020. SP22: Cllr Barry Rawlings Re-Nomination.	
HOLLY PARK PRIMARY	SU22: Clare Hegarty, Chair of Governors, Re-nominated by GB. SU18: Clare Hegarty nominated 19.3.2018.	Clare Hegarty
MENORAH HIGH SCHOOL FOR GIRLS	SU22: Cllr Dean Cohen nominated by school. Form received. Previous LA Governor, Cllr Anthony Finn, passed away.	Cllr Dean Cohen
MONKFRITH PRIMARY	SU22: Cllr Paul Lemon nominated via school - form received. Former LA Governor, Kathy Levine, resigned. School specifically requested a ward councillor.	Cllr Paul Lemon
PARDES HOUSE PRIMARY	SU22: Abigail Fowles (matched prospect) withdrew – prefers non-faith school. Former LA Governor, Cllr Anthony Finn, passed away.	Deferred
QUEENSWELL FEDERATION PRIMARY	SU22: Nomination for Wendy Kravetz chosen from prospects by school. Former LA Governor, Priya Nair, resigned.	Wendy Kravetz
ST MICHAEL'S CATHOLIC GRAMMAR SCHOOL	SU22: Prospective nominee Robin Moss withdrew as no longer has capacity to be a governor.	Deferred
SQUIRES LANE LEARNING FEDERATION (THE) (SLLF)	AU22: Alison Moore Renomination (form received). AU15: Cllr Alison Moore via Labour.	Cllr Alison Moore