



Lincolnshire Gateway
Academies Trust

Governor Handbook

For governors & prospective governors



Welcome

From the Chair

As Chair, I am delighted to present this handbook, written to help all those who serve on our local governing bodies. This is an opportunity to thank all those governors currently serving and to introduce myself to those who may be considering becoming a governor at one of our academies.

Local governing bodies sit right at the centre of multi academy trusts' governance: accountable, in the first instance, to the community served by each academy; whilst at the same time, promoting the Board's values and policies in order to support the Principal in providing a first-class education tailored to the needs and aspirations of that community.

Holding the Principal to account on the one hand and reporting to the Board on the other, illustrates the pivotal role of governors.

Lincolnshire Gateway Academies Trust (LGAT) is responsible for 5,300 students and 720 staff across five secondaries and six primaries.

We have spent over ten years making sure our family of academies is in the best of health.

Applications from potential governors for our academies are invited.

Phil Bond
Chair of Trustees





From the CEO

Whilst the educational landscape is constantly evolving, our core purpose to improve the life chances of all children and young people through the provision of a high quality education remains. Our new strategic plan for 2025-30 builds on this to focus on maximising the potential of our students, staff and communities.

Governors play a crucial role in making our vision a reality. Academies are important centres in our region and governors are a vital link between an individual academy and the local community it serves.

We are keen to collaborate and learn from others and share expertise and resources with schools, trusts and the local community.

We intend to support our neighbouring schools and work with our local councils, to the benefit of our communities.

This booklet sets out how the governance across our Trust and academies works; our governance structures, considerations to becoming a governor and our governor applications process.

Martin Brown
Chief Executive

Our academies



Cleethorpes Academy



Theddlethorpe Academy



Pilgrim Academy



Louth Academy



Somercotes Academy



Reynolds Academy



**Scartho
Gateway
Academy**



**Waltham
Gateway
Academy**



**KIDGATE
ACADEMY**



KIRTON ACADEMY



**Waltham Toll Bar
Academy**

Our Vision

Maximising the potential of our students, staff and communities.

We are a local Trust and do not wish to expand beyond the greater Lincolnshire region (our central Office is in Louth)

We believe collaboration is key to collective success

We believe in Principals being supported by first class services to ensure they can concentrate and take responsibility for outcomes and quality of education

We believe our academies should be unique with their own identity





Strategic plan

Maximising the potential of our students

We put our students first.

We ensure all make good progress regardless of background or prior attainment.

We will improve the quality of the classroom experience to ensure improved rates of progress.

We will care for our students and give them support to make good progress.

We will offer a rich experience beyond the classroom to develop students and give them the platform for future success.

We will use our facilities, resources and IT efficiently to facilitate a quality education.

Maximising the potential of our staff

We will care for our staff and support their well-being.

We will develop a people strategy to recruit and retain talented staff.

We will ensure our CPD and training inspires, motivates and engages staff to improve practice to improve student progress.

Our senior leaders will model good practice and inspire staff.

We will help staff to succeed, gain promotion and therefore develop secure plans for succession and our future stability.

Maximising the potential of our communities

We will develop partnerships in our local region to work collaboratively to benefit all learners.

We will develop enrichment opportunities in our local communities to enhance the student experience and benefit the community.

We will share our resources and open our facilities where possible for community use.

We will ensure our core values are understood by all and are at the heart of our actions in the community.

Who we are

Our members

Our members

Our members include those who established this Trust in 2012 and others whom they have since appointed. They are the guardians of the objectives and governance of the Trust.

Their role is to

- Assure the proper governance of the Trust
- Assure the Trust operates in line with its stated objectives
- Appoint trustees to the Trust Board
- Appoint the external auditor
- Ensure the success of the Trust



Phillip Bond



Jane Aukett



Mike Draper



Martyn Chilvers



Geoff Morris

Our board of trustees

The role of the board of trustees is to

- Ensure the clarity of the vision, ethos and strategic direction of the Trust
- Hold the executive leaders to account for educational performance, and the effective and efficient management of schools and staff
- Oversee the financial performance of the Trust and its academies
- Ensure compliance with all statutory and contractual requirements
- As the decision-making body of the Trust, delegate decision making powers to the executive leadership in accordance with the scheme of delegation



Phillip Bond
Chair



Jane Aukett
Vice Chair



Martin Brown
CEO, Ex-officio



Chris Brook



Paul Cornford



Ann Hardy



Andrea Manders



Steve Woolsey

Committees of the board

- Finance
- Audit and Risk
- Admissions
- Complaints
- Pupil Disciplinary
- Personnel
- Pay and Performance
- Senior Staff Remuneration

Who we are

Trust executive team



Martin Brown
CEO



Katie Davies
CFO



Angela Davis
Trust Lead for HR



Rob Middleton
Trust Lead for Estates



Andrew Collins
Director of School Improvement



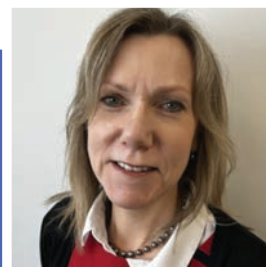
Andrew Clark
Executive Principal Primary



Philip Dickinson
Executive Principal Secondary

The role of The Executive Team is to support the CEO in order to

- Manage the smooth running of the Trust with its academies
- Set and manage budgets
- Make those decisions delegated by the Board
- Manage the educational performance of the academies
- Manage and enable people to fulfil their roles
- Manage the effective and efficient use of resources
- Delegate to Principals and others decision-making powers in accordance with the scheme of delegation.



Kirstine Revell
Governance Professional

The role of the Governance Professional is to:

- Provide support and advice to the Trust Board and Local Governing Bodies on policy, procedure, legal/DfE guidance and ensure compliance
- Support effective strategic decision-making and ensure trustees and Local Governors stay focused on core strategic priorities
- Clerk all Trust Board and committee meetings including Local Governing Bodies and manage governance documentation for transparency and accuracy
- Support recruitment, training and development of trustees and governors to build a skilled Board and Local Governing Body
- Act as Company Secretary

Local governing bodies

Each academy has a local governing body, which is a committee of our Trust Board. Its role is to promote and uphold the Lincolnshire Gateway vision, values, policies and priorities, while providing internal assurance. In addition, it has a role to develop and strengthen the academy's links with the local community.

Each local governing body is made up of governors who are expected to question, challenge, and support the academy's leadership. Some Governors are appointed by the Trust and others are elected by parents or carers of children who attend the academy. In addition, there is an elected staff governor.



Their role is to discharge those responsibilities and make those decisions delegated to it by the Board, which may require governors to

- Work with the Board to determine the strategic direction of the Academy
- Hold the Principal to account for the quality and outcomes of educational provision
- Check that the curriculum and its teaching reach and benefit each and every child
- Participate in visits to the academy in order to show support, engage with other visitors, and to evaluate provision
- Monitor the provision of special educational needs and funding devolved to support it
- Understand, interpret, and question academy attendance and performance data presented by the Principal
- Facilitate the use of academy assets to benefit the community, and community assets to benefit the academy
- Monitor the impact of the budget devolved to support disadvantaged pupils (the pupil premium)
- Monitor the academy's use of any other devolved budgets, and the impact and value of resources deployed
- Engage with Ofsted when the academy is inspected
- Assure the wellbeing of staff, including the Principal
- Communicate with the Board on matters of concern
- Participate on any committees that may be formed to discharge the responsibilities of the governing body
- Be aware of, and assure compliance with all safeguarding requirements

Who can be a Governor?



Our Local Governing Bodies are constituted as follows

- The Principal of the Academy
- Parent Governors
- Governors, appointed by the Trust on the basis of their skills, experience and commitment
- A staff Governor

Who should consider being a Governor?

Being a governor can be stimulating, rewarding and an enjoyable experience! Benefits include

- Developing professional skills and experience in areas such as chairing, team building, public sector accountability, education evaluation
- Access to training and development opportunities which can enhance personal CVs
- Working with people who want to make a difference and networking within the local community
- Working within cooperative principles to provide the highest quality of education for all local children
- Helping to shape the society of tomorrow



What commitment is expected?

Local Governing Body meetings are held regularly, and dates are set in advance. Meetings usually last a maximum of two hours and governors are given access to papers online in advance for prior reading. This ensures that meetings can focus on discussion and decisions, rather than members reading papers in the limited meeting time available.

Governors should be committed to getting to know their Academy. This will involve visiting the setting so that they can observe what goes on, and also occasionally attend events where they can meet staff and parents, such as academy performances, parent consultation evenings, etc.

Governors should be prepared to engage with the community served by the academy, ensuring that

community interests are understood by the academy, and that the academy's intentions are understood by the community.

Our Trust values the time committed by governors. We are mindful of governors' other commitments to family and work and try to schedule meetings over the year to take these into account. Some employers may give time-out permissions to school governors. Most governors serve for a four-year term of office.

Governors can resign at any point during their term and can request reappointment or can be re-elected at the end of the period.



Application process

Our local governing bodies are always keen to hear from members of our community who would be interested in shaping our future.

Please contact Kirstine Revell, Governance Professional on 01507 353452 or revellk@lincolnshiregateway.co.uk for further information or to request an Expression of Interest form. Appointment is subject to Board approval, completion of DBS (Disclosure and Barring Service) and other checks.

Following successful appointment, all governors receive a comprehensive induction programme with training on a variety of platforms. Our Trust is a member of the Confederation of School Trusts CST and the National College. These memberships give governors access to a range of development opportunities.

More information regarding our local governing bodies can be accessed on our websites.



What next?

If you would like to know more about the Trust, please contact us.



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Academies Trust

www.lincolnshiregateway.co.uk

e: enquiries@lincolnshiregateway.co.uk t: 01507 353450

