



Clerk to the Governors Information Pack

Salary: £2,283.80 (0.11 of FTE £20,761.81)

Start date: January 2019

Steiner Academy Bristol is a new state-funded Steiner school in an urban area. We opened in September 2014 and are an all-through school (ages 4-16) and by 2022 we will be 2-form entry throughout and have grown to 624 pupils. The school is based at College Road in Fishponds.

The salary will be £2,283.80 (this is actual pay rather than pro rata). The position is for 198 hours a year and includes 18 2-hour evening meetings and 3 morning meetings per year.

Our ethos and values

Our vision is for a school in which all children can fully experience the wonders of Steiner education: enjoying childhood; thinking independently, clearly and considerately; observing the world perceptively; and acting with creativity, courage and self-determination.

We are part of a growing group of state-funded Steiner Academies (Hereford, Frome and Exeter) that are building a foundation for Steiner education in the state sector with a commitment to diversity and accessibility. Our school will be accessible to all, regardless of ability to pay.

As our school grows, we will be developing a close working relationship with other Steiner schools, and in particular the other state-funded Steiner Academies. We want to offer staff support and opportunities for career development, teacher training and mentoring, continuing professional development and opportunities for joint festivals and celebrations.

You can find out more about our school via our website at - <http://www.steineracademybristol.org.uk/>

Please see the How to Apply document for further information on the application process.



Job Description: Clerk to the Governors

Main purpose of role is to:

Provide advice to the governing body on governance, constitutional and procedural matters. The new regulations require governing bodies to have regard to advice from the clerk in regards to exercising the governing body functions:

- Provide effective administrative support to the governing body and its committees.
- Ensure the governing body is properly constituted
- Manage information effectively in accordance with legal requirements

Main responsibilities and tasks

The clerk to the governing body will:

1. Provide advice to the governing body

- Advise the governing body on governance legislation and procedural matters where necessary before, during and after meetings
- Act as the first point of contact for governors with queries on procedural matters;
- Have access to appropriate legal advice, support and guidance, and where necessary seek advice and guidance from third parties on behalf of the governing body;
- Inform the governing body of any changes to its responsibilities as a result of a change in school status or changes in the relevant legislation
- Offer advice on best practice in governance, including on committee structures and self-evaluation
- Ensure that statutory policies are in place, and are revised when necessary, with the assistance of staff
- Advise on the annual calendar of governing body meetings and tasks
- Send new governors induction materials and ensure they have access to appropriate documents, including any agreed Code of Practice
- Contribute to the induction of governors taking on new roles, in particular chair or chair of a committee

2. Effective administration of meetings

- With the chair and Principal prepare a focused agenda for the governing body meeting and committee meeting
- Liaise with those preparing papers to make sure they are available on time, and distribute the agenda and papers as required by legislation or other regulations;
- Ensure meetings are quorate
- Record the attendance of governors at meetings (and any apologies – whether they have been accepted or not), and take appropriate action in relation to absences, including advising absent governors of the date of the next meeting
- Draft minutes of governing body meetings, indicating who is responsible for any agreed action with timescales, and send drafts to the chair and (if agreed by the governing body), the



Principal

- Circulate the reviewed draft to all governors (members of the committee), the Principal (if not a governor) and other relevant body, such as the local authority/diocese/foundation/trust as agreed by the governing body and within the timescale agreed with the governing body
- Follow-up any agreed action points with those responsible and inform the chair of progress

3. Membership

- Advise governors and appointing bodies in advance of the expiry of a governor's term of office, so elections or appointments can be organised in a timely manner;
- Chair that part of the meeting at which the chair is elected, giving procedural advice concerning conduct of this and other elections
- Maintain a register of governor pecuniary interests and ensure the record of governors' business interests is reviewed regularly and lodged within the school;
- Ensure Disclosure and Barring (DBS) has been carried out on any governor when it is appropriate to do so
- Maintain a record of training undertaken by members of the governing body; and
- Maintain governor meeting attendance records and advise the chair of potential disqualification through lack of attendance
- Advise the governing body on succession planning (of all roles, not just the chair)

4. Manage Information

- Maintain up to date records of the names, addresses and category of governing body members and their term of office, and inform the governing body and any relevant authorities of any changes to its membership
- Maintain copies of current terms of reference and membership of any committees and working parties and any nominated governors e.g. Child-protection, SEND
- Maintain a record of signed minutes of meetings in school, and ensure copies are sent to relevant bodies on request and are published as agreed at meetings;
- Maintain records of governing body correspondence
- Ensure copies of statutory policies and other school documents approved by the governing body are kept in the school and published as agreed, for example, on the website

5. Personal Development

- Undertake appropriate and regular training and development to maintain his/her knowledge and improve practice
- Keep up-to-date with current educational developments and legislation affecting school governance
- Participate in regular performance management

6. Additional Services

The clerk may be asked to undertake the following additional duties:

- Clerk any statutory appeal committees/panels the governing body is required to convene: if the clerk is not contracted to set up and clerk these panels, the governing body will have to make



an alternative arrangement

- Assist with the elections of parent and staff governors
- Participate in, and contribute to the training of governors in areas appropriate to the clerking role
- Maintain a file of relevant Department for Education (DfE), local authority and church authorities (if appropriate) guidance documents
- Maintain archive materials
- Prepare briefing papers for the governing body, as necessary
- Conduct skills audits and advise on training requirements and the criteria for appointing new governors relevant to vacancies
- Perform such other tasks as may be determined by the governing body from time to time

Person Specification: Clerk to the Governors

This person specification lists the competencies expected of an experienced/fully-trained clerk. The two right-hand columns provide guidance for the appointment of new clerks. (E= Essential criteria, D = Desirable criteria)

	Sections		E	D
1	Skills, knowledge and aptitudes	<p>The clerk should be able to provide evidence of the following:</p> <ul style="list-style-type: none"> • good listening, oral and literacy skills; • writing agendas and accurate concise minutes; • ICT including keyboarding skills; • organising their time and working to deadlines; • organising meetings; • record keeping, information retrieval and dissemination of governing body data/documentation, to the governing body and relevant partners; • using the internet to access relevant information; • developing and maintaining contacts with outside agencies eg departments of the LA, Church Authorities and the DfES; • knowledge of governing body procedures; • knowledge of educational legislation, guidance and legal requirements; • knowledge of the respective roles and responsibilities of the governing body, the Principal, the LA, Church Authorities and the DfES. • knowledge of Equal Opportunities and Human Rights legislation; 	E E E E	 D D D D D D D D D
2	Qualifications and training	<p>The clerk should:</p> <ul style="list-style-type: none"> • be able to demonstrate a willingness to attend appropriate training and development; • have already attended or make a commitment to attend the National Training Programme for Clerks or its equivalent. 	E	D
3	Experience	<p>Clerks should be able to produce evidence of:</p> <p>relevant personal and professional development;</p> <p>working in an environment where experiences included taking initiative and self-motivation;</p> <p>working as a member of a team.</p>		D D D

	Sections		E	D
4	Personal attributes	<p>The clerk should:</p> <ul style="list-style-type: none"> • be a person of integrity; • be able to maintain confidentiality; • be able to remain impartial; • have a flexible approach to working hours; • be sympathetic to the needs of others; • have an openness to learning and change; • have a positive attitude to personal development and training; • have good interpersonal skills. 	E E E E E E E	
5	Special Requirements	<p>The clerk should:</p> <ul style="list-style-type: none"> • be able to work at times convenient to the governing body including evening meetings; • be able to travel to meetings; • be available to be contacted at mutually agreed times. 	E E E	