

**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL  
MUNICIPAL YEAR 2016-2017**

**CHILDREN AND YOUNG PEOPLE  
SCRUTINY COMMITTEE**

**1<sup>ST</sup> FEBRUARY 2017**

**REPORT OF THE DIRECTOR OF  
LEGAL & DEMOCRATIC SERVICES**

**Agenda Item No. 5**

**EXECUTIVE RESPONSE – IN RESPECT  
OF GOVERNOR SUPPORT SCRUTINY  
WORKING GROUP REVIEW**

**Author: C. Hendy. Democratic Services Officer  
Tel No: 01443 424081**

**1. PURPOSE OF THE REPORT**

- 1.1 The purpose of this report is to make Members aware of the response received from the Executive to the findings and recommendations of the Children and Young People Scrutiny Committee whole review into the Rhondda Cynon Taff's Governor Support Service.

**2. RECOMMENDATIONS**

It is recommended that Members:-

- 2.1 Receive and acknowledge the response from the Executive to the recommendations submitted by this Committee following its review into the Governor Support Service.

**3. BACKGROUND**

- 3.1 The report of the Children and Young People Scrutiny Committee Governor Support Working Group was agreed by Committee at its Meeting on the 29<sup>th</sup> September 2016 and subsequently passed on to the Executive for Consideration.

- 3.2 The Scrutiny report was formally considered by Cabinet at the Meeting held on the 15<sup>th</sup> December when the following recommendations were agreed:-

(1) That all governor bodies should undertake a process of recognition of existing skills, knowledge, expertise and effectiveness of individuals that form part of the Governing Body (this could take the form a self evaluation, annual training review, skills audit or needs assessment)

(2) That the Governor Support Service and the Central South Consortium should work with and encourage Governing Bodies to facilitate the process outlined as 1 above, by providing template example documents and the necessary support.

(3) The Cabinet Member with responsibility for Education and Skills is asked to write to the Welsh Government's Minister for Education & Skills conveying the concerns of the Working Group regarding recruitment and prosing that the categories of school governors by less rigid. (It is recognised that since the publication of this report Welsh Government has responded with a number of reforms which aim to give governing bodies more flexibility, a response which is welcomed by the Working Group)

(4) That the Governor Support Service undertakes a programme of work targeting Jobs Fairs, Chambers of Trade, Professional and Voluntary Organisations, Town Centre Fora, Businesses and Universities to promote the recruitment of governors by targeting the following areas :-

- That the use of social media be explored;
- That the Governor Support Service considers how the Council's website can be used to promote and advertise the role of school governors and highlights the skills that can be gained by becoming a governor;
- That advice is sought from the Council's Corporate Marketing team when embarking on this work.

(5) The new governors are offered the opportunity to be buddies with a more experienced governor to support them through the early months of their role and that all governing Bodies should ensure they have appointed a linked mentor governor and have an effective induction process in place

(6) The Governor Support Service should actively encourage the co operation and the development of the links between Governing Bodies within the authority and across other authorities in order they share good practice and experiences.

(7) That as the Welsh Government consider it is important that the contribution of the governors is recognised by the Chairs and Head Teachers, that all school governors are thanked by the Chairs and Head Teachers in the following ways: -

- That letters of thanks are sent to all school governors who come the end of their term of office;
- That a letter of thanks is sent by the Head Teacher and/ or Chair to the governing bodies at the end of each academic year thanking them for their contributions;
- It May may also be appropriate, on occasion , for thank you letters to be sent from either the Head Teacher and/ or Chair of Governors to a governor in recognition of special effort/ service

(8) That the new RCT Governors' Association be asked to consider the introduction of a 'Governor of the Year' award; of if they prefer,

that an approach be made to Governors Wales to introduce such an award.

- (9) That each governing body should be encouraged to publishes the work of the governing Body. This could provide information such a pen picture of each governor and their role in the school, setting out who are the ' class links' or 'topic links' thereby promoting the work undertaken by governors which might otherwise go unnoticed:
- (10) That progress of the recommendations is monitored by the Children & Young People Scrutiny Committee

**3.3** The response of the Executive to the Committee's recommendations is attached as Appendix 1.

Dear Councillor Leyshon,

As the Cabinet Member for Education and Lifelong Learning, may I thank you and the members of the Scrutiny Working Group for your Review of Rhondda Cynon Taf's Governor Support Services.

The Governor Support Service was identified as an area which could potentially benefit from Scrutiny's input as part of the work programme for the Children & Young People Scrutiny Committee 2015/2016. I was pleased to note from your report that the work undertaken by the group was focussed on improving the effectiveness of Governing Bodies across Rhondda Cynon Taf and ultimately improving the outcomes for school pupils.

I welcome the ten recommendations that you as a Committee have put forward for the Executive to consider and possibly implement. Governors can really make a difference in improving standards throughout our schools and being a governor can be an enormously challenging and rewarding role.

As noted in your report, the Terms of Reference of the Working Group included: Support improved recruitment and retention of school governors; enabling governing bodies to undertake their leadership and challenge role effectively. As you are aware, since this report was written and published The Welsh Government has issued a consultation document "Reform of school governance: regulatory framework". The proposed changes in this consultation document could also have an impact on a number of the recommendations provided in your report.

Once again, thank you to all of the members who contributed to this important piece of work and also to the officers who assisted you. I believe that implementing the recommendations listed in your report will improve the effectiveness of Governing Bodies throughout Rhondda Cynon Taf.

Yours sincerely,



**Councillor Eudine Hanagan**  
**Cabinet Member for Education and Lifelong Learning**  
Y Cynghorydd Eudine Hanagan  
Aelod o'r Cabinet ar faterion Addysg a Dysgu Gydol Oes

**LOCAL GOVERNMENT ACT 1972**

**as amended by**

**LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**

**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

**CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE**

**LIST OF BACKGROUND PAPERS**

**1<sup>ST</sup> February 2017**

**REPORT OF THE DIRECTOR OF LEGAL AND DEMOCRATIC SERVICES**

**Item: Response of the Executive**

(Officer to Contact: C. Hendy Democratic Services Officer – Telephone No. 01443 424081)

This page intentionally blank