



## Short Guide for (new) Chairs of Governors in LDBS Schools

Congratulations on becoming the Chair of Governors and thank you for taking on this key role to support our schools.

This short guide is designed to give you an introductory overview of the LDBS and aspects of governance specific to Church of England schools. For more information on governance, your role as chair and the LDBS we recommend the following websites/organisations:

LDBS: <https://www.ldbs.co.uk/>

National Governance Association (NGA): <https://www.nga.org.uk/Home.aspx>



## **LDBS**

Church of England schools in our diocese automatically come under the LDBS umbrella. Our [LDBS vision](#) is to serve and support schools. Read more about our history and purpose [here](#)

Your school link adviser is your key LDBS contact and will usually be your first point of contact. She or he will be able to direct you to other members of the team as necessary. [Click here for the complete staff list.](#)

Schools pay a core service subscription to enable the LDBS to do its work. Full details [here](#).

The actual board exercises governance over the work of LDBS advisers and officers. Its make- up is set out in a legal document called the Diocesan Measure which applies to dioceses across the country. Currently our board is made up of representatives from each deanery in the Diocese; this is likely to change when the new diocesan measure comes in to effect in 2021 or 2022.

### **LDBS Statutory Rights**

LDBS must agree any new instrument of government; for example if a governing board wants to make changes to its make- up.

LDBS must also give approval to school organisation changes, for example federation or amalgamation. It must also agree to academy conversion. The [Memorandum of Understanding](#) between the Department for Education (DfE) and the National Society (Church of England Education Office) contains more information.

A panel of the board approves the appointment and reappointment of all LDBS governors.

### **Grow Education Partners**

A trading subsidiary of LDBS, Grow provides a wide range of further services to schools at competitive additional costs. Full details are on the [Grow website](#) and your link adviser can help you and your headteacher decide what to buy.

## **LDBS Communications**

On the [LDBS website](#) you can find all our latest information and resources to support schools.

Make sure you are subscribed to our monthly bulletin [mailing list](#) to stay up to date.

## **LDBS Governor Training**

Access to a comprehensive [programme of training sessions](#) is included in our Core Service subscription.

## **Headteacher/Chair Working Relationship**

This is one of the most important relationships in ensuring the success of your school. It is crucial to establish from the start patterns of communication and meeting which work for you both and which recognise the strategic role of the chair (and other governors).

The governing board must ensure that suitable arrangements are made for the headteacher's performance management, including the use of an external adviser. [Grow](#) can organise this with you.

## **Human Resources Support**

Basic telephone and email advice is provided by our team as part of Core Service. Many schools chose to buy full HR support through Grow, others work with their local authority or an external provider.

## **The Governing Board as Employer**

In a voluntary aided school the governing board is the employer. In a Church of England Academy staff are employed by the academy trust.

We strongly recommend that our schools and academies adopt LDBS policies and contracts which are specifically written for Church of England schools and academies.

## **Appointing a Headteacher**

One of the most important tasks for a governing board, led by the chair. LDBS can support and it is usual for us to have full advisory rights. Detailed information is available at [LDBS Guidance on Appointing Headteachers](#).

## **The Role of the Clerk**

Effective governance requires professional clerking and a skilled clerk will make your role as Chair that much more straightforward. Some schools have a service level agreement with the LDBS (contact Ammar Ahamed for more details), others use a local authority service or employ an independent clerk.

## **SIAMS (Statutory Inspection of Anglican and Methodist Schools)**

In addition to inspections by OFSTED all schools designated with a religious character are subject to inspections organised by the relevant faith body.

The [2018 SIAMS schedule](#) asks the overarching question “*How effective is the school’s distinctive Christian vision, established and promoted by leadership at all levels, in enabling pupils and adults to flourish?*” It is based around the key strands of the [Church of England Vision for Education](#).

## **Buildings**

The governing board of a voluntary aided school is responsible for meeting 10% of the cost of any capital work. Through subscription to the [LDBS Maintenance Scheme](#) your board can ensure that these costs are met when works take place. The Scheme operates as a collective self-insurance scheme under which the burden of management, administration and financing of all repairs, maintenance and minor improvements is removed from individual schools and is handled by LDBS staff with building consultants attached to each school.

## **Insurance**

The governing board must ensure that the school is adequately insured. This can be done through [LDBS insurance](#) or a local authority or an independent company.

