

For the academic year 2025 – 2026 the governing body is running an experiment where all committees are contracted into the FGB with all the work of the committees run at each FGB. Working parties will be established to complete focussed work eg. Budget setting etc.

FULL GOVERNING BODY – SCHEME OF DELEGATION					
Delegation of Powers to Committees and senior leaders	Oversight of the work of Committees	Promote and ensure effective policies and procedures to ensure equality, diversity and British Values	Review national and local policy changes and ensure that the Governing Body's work acknowledges these and meets statutory requirements	Approve End of Year Budgets	Appoint and Appraise Head Teacher
<i>"The quorum for a meeting of the governing body and for any vote on any matter at such a meeting, is one half (rounded up to a whole number) of the membership of the governing body". "The quorum for any meeting of a committee must be determined by that committee, but in any event must be not less than three governors who are members of the committee"</i>					
From: The School Governance (Roles, Procedures and Allowances) (England) Regulations 2013					
COMMITTEES					
STRATEGIC DIRECTION	FINANCE	HUMAN RESOURCES	BUILDINGS & HEALTH & SAFETY	CURRICULUM	FOUNDATION
OTHER COMMITTEES					
Review and assess options to ensure that Denver School continues to provide high-quality education to pupils attending the school.	Approve, review and monitor the school's budget to ensure that resources are correctly managed and providing best value for money.	Agree and keep under review the staffing structure in consultation with the Headteacher and the Finance Committee.	Provide support and guidance for the headteacher in all matters relating to the school premises and grounds, security and health and safety.	To review effectiveness of the school's curriculum to ensure it meets statutory requirements and the needs of our pupils.	Ensure that our curriculum promotes spiritual, moral, social and cultural guidance for children that reflects British Values.
Develop strategic options for the school to align with current and future growth plans for Denver and Downham Market areas.	Establish and maintain a 3-year financial plan	Establish a Performance Management and Pay Policy for the school and to be responsible for its administration and review*	Inspect the premises, grounds and equipment at least annually and prepare a statement of priorities for maintenance and development to be approved by the full governing body.	Approve, review and monitor all relevant curriculum policies.	Approve, review and monitor the school's behaviour policy and all relevant policies.
Consider strategic risks and external factors of importance to the school. Present and integrate strategic reviews to the Governing Body and through other committees.	Consider a budget position statement, including virement decisions, at least termly and to report significant anomalies from the anticipated position to the Governing Body	Ensure that all staff have up-to-date job descriptions	Review the Asset Management Plan and develop a rolling programme of repairs and maintenance.	Approve, review and monitor the school's SEND report and relevant provision.	Review and monitor exclusions at the school.
Support the Full Governing Body with its ongoing effectiveness of overall arrangements for governance.	Ensure that the school operates within the Financial Regulations of the County Council and meets the requirements of the Schools Financial Values Standard (as laid down in the Financial Procedures).	Oversee appointment procedures for staff within the leadership team, and other staff where this has not been delegated to the headteacher under Staffing Regulations 2003.	Provide the costs and arrangements for maintenance, repairs and redecoration within the budget allocation, for the approval of the governing body.	Annually review the school's Sports Premium action plan and impact form to ensure best value in the use of allocated funding.	Monitor, review & support the RE teaching & learning
Agree to targets and aspiration within the School Development Plan.	Ensure that the School Improvement & Development Plan is properly budgeted for, and to monitor and evaluate spending decisions for impact on educational outcomes	Ensure that the school follows Safe Recruitment practices, and has a formal induction programme for all new staff members.	Draw up, and keep under review, an Accessibility Plan, which will meet the requirements of the Disability Discrimination Act 1995.	Approve and monitor the school's attendance strategy.	Monitor & support Collective Worship
Monitor the implementation of the School's Improvement Plan. This will include review of school self-evaluation and CPD plans.	Makes decisions in respect of bought in Service Agreements	Ensure that formal DBS checks are carried out for all new members of staff, and that the school maintains a log of staff checks, for inspection purposes	Recommend to the full governing body proposals for the delegation of authority to the headteacher to take action on minor items of repair and maintenance work subject to a specified financial limit. NB When this limit has been agreed it must be recorded and included in these terms of reference.	Approve, review and monitor relevant policies and provision related to effective safeguarding provision for children including: <ul style="list-style-type: none"> Risk assessments for educational provision and trips Residential trips Staff and governors safeguarding training. Safeguarding statistics including bullying incidents, safety incidents, racism etc. 	Ensure the vision & ethos of the school reflects the school's Christian foundation
Monitor the school's progress against action plan from their last OFSTED inspection.	Make decisions on expenditure following recommendations from other committees	Oversee the process leading to staffing adjustments	Monitor the work of Norfolk Property Services, or other named contractor, in the preparation and implementation of contracts.	Consider curricular issues which have implications for Finance and Personnel decisions and to make recommendations to the relevant committees or FGB	Ensure that the school complies with relevant legislation relating to equality and diversity, e.g. Disability, Gender, Community Cohesion
Monitor school performance against the school's target setting.	Ensure, as far as is practical, that Health and Safety issues are appropriately prioritised	Agree procedures for hearing staff grievances and appeals, and for appeals against staff dismissals	Monitor and review arrangements for cleaning, grounds maintenance and school meals in line with the financial procedures agreed by the governing body.	Set attainment targets for the appropriate Key Stage for the school, and for reducing pupil absence rates. OR to make a recommendation to the full governing body	Must also be arrangements for appeals if required by policy.
Annually review the School's Self Evaluation Form against OFSTED's Common Inspection Framework.	Receive and respond to reports from Auditors	Review all relevant and statutory HR policies.	Ensure that the school complies with health and safety regulations and to regularly review the health and safety policy.	Oversee arrangements for individual governors to take a leading role in specific areas of provision, e.g. SEN, Literacy, Numeracy. To receive regular reports from them and advise the Governing Body.	Make decisions within governor's remit in respect to actions regarding staff discipline.

Annually review the school's Pupil Premium Report and strategy to ensure best value in the use of allocated funding.	Consider staff salary increases recommended by the Headteacher	Ensure that Performance Management processes for senior leaders, teachers and support staff are robust and focused on school improvement.	Oversee arrangements for educational visits, and ensure that an Educational Visits co-ordinator is appointed	Must also be arrangements for appeals if required by policy.
STRATEGIC DIRECTION	FINANCE	HUMAN RESOURCES	CURRICULUM	OTHER COMMITTEES
Monitor school performance against national benchmarking data.	Where this committee has been deemed to be the Pay Committee, to review the headteacher's salary, taking account of the Headteacher Performance Review Group's recommendations.	Review and monitor the effectiveness of the school's absence and sickness policies and procedures for staff. Absence trends should be monitored and appropriate action plans reviewed.	Report to the full governing body at each of its meetings	STAFF DISMISSAL
Maintain information regarding potential external changes to the local area having the potential to affect the continued effective operation of the school.	Ensure all voluntary funds are properly audited annually for presentation to the governing body	To review school training records to ensure that effective training is in place for curriculum, leadership, safeguarding, safety etc.	To ensure adequate levels of buildings insurance and personal liability.	Make decisions within governor's remit in respect to actions regarding staff dismissal.
Scenario planning to understand and (where required) develop options for the future direction of the school. Taking account of: <ul style="list-style-type: none"> Alignment to current and future changes / expansion of the local area. Assessment of impact on the school due to such changes – impact of expansion and reduction in numbers. Impact of budgetary constraints influencing the operation and quality of education at the school.		Keep under review staff work/life balance, working conditions and well-being, including the monitoring of absence	To procure and maintain buildings, including a properly funded maintenance plan.	
Align with Local Authority to ensure that Denver VC FGB maintains a proactive approach to current and future changes.		Make recommendations on personnel related expenditure to the Finance Committee	To monitor and review the school's Health and Safety Policy and ensure that it is effectively implemented (including twice a year safety checks).	
Adopt and develop issues of strategic relevance as forwarded by members of the Governing Body and associated committees.		Review policies linked to committee at the appropriate time		
Report back to Governing body regularly				