

<b>Committee(s)</b>	<b>Dated:</b>
Education Board	25 May 2017
<b>Subject:</b> Review of City of London Academy Southwark Local Governing Body governance	<b>Public</b>
<b>Report of:</b> Director of Community and Children's Services	<b>For Information</b>
<b>Report author:</b> Jeanne Barnard	

### Summary

The City of London Academy Southwark's (CoLAS) Local Governing Body (LGB) previously adhered to legacy governance arrangements which were approved in November 2015 by the City of London Academies Trust (the Trust) Board. These legacy governance arrangements were inconsistent with the Trust's governance following its restructure in early 2016 and at the Trust's meeting on 6 December 2016 it agreed that CoLAS' LGB structure would be reviewed by the Trust.

At the Trust's meeting on 6 December 2016, it also approved governance documentation for all new schools joining the Trust and agreed all new academies would adhere to this structure. This governance documentation was noted and endorsed by the Education Board at its meeting on 12 January 2017.

The Trust adopted these new governance arrangements for CoLAS' LGB at its meeting on 20 April 2017, and approved the on-going appointment of incumbent governors whose appointments were affected by the changes to governance, to take effect at CoLAS' LGB next meeting on 10 July 2017.

The Chair of CoLAS, Andrew McMurtrie, has confirmed he will be stepping down as CoLAS LGB Chair and governor at the end of the summer term. A new governor will need to be appointed by the Trustees, and a new Chair will need to be appointed by the Trustees with the approval of the City of London Corporation as Sponsor.

### Recommendation(s)

Members are asked to:

- Note the Trust has adopted new governance documentation for CoLAS' LGB and approved the on-going appointment of incumbent governors whose appointments were affected by the changes to governance, to take effect at CoLAS' LGB next meeting.
- Note the current Chair of CoLAS will be stepping down as CoLAS LGB Chair and governor at the end of the summer term. A new governor will need to be

appointed by the Trustees, and a new Chair will need to be appointed by the Trustees, with the approval of the City of London Corporation as Sponsor.

## **Main Report**

### **Background**

1. It was agreed at the Trust's Board meeting on 6 December 2016 that CoLAS' LGB governance structure, set out in Appendix 1 and which pre-dates the Trust's restructure in early 2016, would be reviewed.
2. At the same meeting, the Trust approved new governance documentation for new schools joining the Trust (which arrangements allow for flexibility in governance to reflect local needs of academies) including:
  - Governance model for LGBs;
  - Governance structure of Trust schools;
  - Process for appointing governors to LGBs;
  - Terms of Reference for LGBs.
3. CoLAS's previous LGB governance structure, set out in Appendix 1, was approved by the Trust in November 2015. These legacy governance arrangements were inconsistent with the Trust's governance following its restructure in early 2016. For example, there are no longer 8 Sponsor Directors/Trustees on the Trust Board and therefore these 8 Sponsor Governor appointments could not be made. (Under the Trust's Articles of Association the maximum number of Sponsor Directors/Trustees is 6 and there are currently only 5 Sponsor appointed Directors/Trustees to the Board.)

### **New Governance Documentation adopted by the City of London Academies Trust for the City of London Academy Southwark's LGB**

4. At the Trust's meeting on 20 April 2017, it adopted for CoLAS' LGB, to take effect at CoLAS' LGB next meeting, the governance documentation agreed at its meeting on 6 December 2016, and noted and endorsed by the Education Board at their meeting on 12 January 2017, in respect of new schools joining the Trust (and set out in Appendix 3).
5. By adopting these arrangements the appointment and qualification criteria for governors of the school have changed. The governor appointments of Andrew McMurtrie, Antony Smyth, Simon Atkinson, William Fraser, Gillian Walsh, Keith Bottomley and Mickey Kelly were all affected by these changes. Therefore, at its meeting on 20 April 2017, the Trust also approved the on-going appointment of these incumbent governors in accordance with the new governance documentation.
6. The membership of the CoLAS LGB under the new governance arrangements is set out in Appendix 2. The appointment of the affected incumbents and the adoption of the Trust's governance arrangements will take effect at CoLAS' LGB next meeting on 10 July 2017.

### **City of London Academy Southwark's LGB Chair stepping down**

7. The Chair of CoLAS is stepping down as CoLAS LGB Chair and governor at the end of the summer term 2017. A new governor will need to be appointed by the Trustees, and a new Chair of the LGB will need to be appointed by the Trustees, with the approval of the City of London Corporation as Sponsor. An appointment paper considering these vacancies will be taken to the next Trust board meeting on 5 July 2017, and subsequently brought to this Board on 20 July 2017 for approval of the new Chair.

## **Conclusion**

8. At the Trust's meeting on 20 April 2017, it adopted for the CoLAS LGB, to take effect at the next CoLAS LGB meeting, the governance arrangements and documentation agreed at the Trust's board meeting on 6 December 2016, and by the Education Board on 12 January 2017, in respect of new schools joining the Trust. The Trust also approved the governor appointments of Andrew McMurtrie, Antony Smyth, Simon Atkinson, William Fraser, Gillian Walsh, Keith Bottomley and Mickey Kelly under the new governance arrangements for the CoLAS LGB. This paper also notes the Chair of CoLAS will be stepping down as CoLAS LGB Chair and governor at the end of June. A new governor will need to be appointed by the Trustees, and a new Chair will need to be appointed by the Trustees, with the approval of the City of London Corporation as Sponsor.

## **Appendices**

- Appendix 1 –City of London Academy Southwark legacy governance structure
- Appendix 2 – City of London Academy Southwark local governing body membership
- Appendix 3 – City of London Academies Trust Terms of Reference and governance model

## **Background Papers**

- Education Board paper and minutes: Local Governing Body governance for City of London Academies Trust Schools (12 January 2017)

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## **CITY OF LONDON ACADEMIES (SOUTHWARK)**

### **GOVERNANCE**

**Approved 30<sup>th</sup> Nov 2015**

City of London Academy-Local Governing Body

Governors

- 8 Sponsor Governors – **nominated from Directors**
- 2 Staff members elected by teachers/support staff
- 2 parent members elected by parents/guardians
- Principal of the Academy
- Co-opted Headteacher Redriff ( or Deputy as alternate)
- The Directors have the right to appoint as many Governors as they see fit to the LGB
- 6 co-opted Governors appointed by LGB, ratified by Board / City

### City of London Academy Southwark Local Governing Body

Name	Nature of Appointment	Group, Company or Skill Set
Andrew McMurtrie	Nominated by LGB or Sponsor and approved by the Trust and the Education Board (Chairman)	City of London Corporation - Common Councillor
Antony Smyth	Nominated by LGB or Sponsor and approved by the Trust (Vice Chair)	Partner at Ernst and Young
Simon Atkinson	Nominated by LGB or Sponsor and approved by the Trust	Assistant Chief Executive at Ipsos MORI
William Fraser	Nominated by LGB or Sponsor and approved by the Trust	
Gillian Walsh	Nominated by LGB or Sponsor and approved by the Trust	
Keith Bottomley	Nominated by LGB or Sponsor and approved by the Trust	
Elaine Davis	Parent Governor	
Bolatito Bello	Parent Governor	
Sasha Fraser	Teaching Staff	
Stephen Burgess	Non-Teaching staff	
Richard Bannister	Principal	Principal
Mickey Kelly	Nominated by LGB or Sponsor and approved by the Trust	Executive principal

## **City of London Academies Trust**

### **Local Governing Bodies**

#### **Terms of Reference 2016-17**

#### **Preamble**

The City of London Academies Trust (the Trust), has agreed to establish a local governing body for each school within the Trust, which will oversee the performance of individual schools against the key performance indicators set by the Trust Board as well as establish its own identity, and strengths and weaknesses, and how best to address them.

The Local Governing Bodies (LGBs) have responsibility for the functioning of their schools, within the overall strategic direction and framework of delegation set by the Trust.

#### **Responsibilities:**

- A commitment to providing outstanding education that enriches and inspires students, enabling them to reach their full academic and personal potential.
- To work within the scheme of delegation established on an annual basis, and to review effectiveness each year.
- Recommend an LGB budget plan for the financial year, and monitor the budget at least termly.
- Set targets/objectives for academy and executive principals/headteachers with the CEO of the Trust, and monitor these targets.
- Recommend the appointment of principals/headteachers and approve vice principal/deputy headteacher appointments.
- Propose staff, HR, pay, performance and disciplinary policies.
- Approve the school development plan and review progress against the development plan.
- Establish and implement a curriculum policy.
- Propose targets for student achievement and monitor targets.
- Approve pupil behaviour policies and monitor implementation of these policies.
- Propose academy admissions policy.
- Approve academy safeguarding/Prevent policies.
- Approve academy premises related policies.
- Approve and implement health and safety policies.
- Any other responsibilities as listed in the scheme of delegation (attached).
- Propose expansion opportunities for the Trust.

#### **Membership:**

LGB membership will be structured as follows:

- 2 elected parent governors
- 1 Headteacher/Principal
- 1 teacher governor

- 1 non-teaching staff governor
- Up to 7 further governors nominated by the LGB or the City of London Corporation and approved by the CoLAT Board, to include the Chair (whose appointment is approved by the City of London Corporation as Sponsor) and the Vice Chair

LGB governors are appointed by the City of London Academies Trust Trustees, in consultation with the City of London Corporation as Sponsor. The Chair of the LGB is appointed by the Trustees, with the approval of the Sponsor. The Trustees also have the power to intervene and request a governor to stand down, or in extreme cases, remove a governor if necessary.

### **LGB advisory groups**

Each LGB will set up advisory groups, depending on the needs of the individual schools. Groups will provide advice to the LGB on areas such as finance, accountability, staffing and curriculum. LGBs will make final decisions on any matters advised on by the groups.

### **Quorum**

A minimum of 5 governors in attendance, with the majority being governors who are not parent or staff governors, constitutes a quorum.

If the number of Governors assembled for a meeting of the Local Governing Body does not constitute a quorum, the meeting shall not be held. If in the course of a meeting of the Local Governing Body the number of Governors present ceases to constitute a quorum, the meeting shall be terminated forthwith.

### **Chair and Vice-Chair**

The Chair is appointed by the Trust Board, but requires approval from the City Corporation as Sponsor.

### **Meetings**

The Local Governing Body shall meet at least once in every term, and shall hold such other meetings as may be necessary. All meetings shall be convened by the Clerk to the Local Governing Body, who shall send to the Governors written notice of the meeting and a copy of the agenda at least seven clear days in advance of the meeting.

### **Clerking**

The LGBs have responsibility for appointing their own clerks.