

In 2015 Ealing piloted a local leaders of governance pilot, Ealing Leaders of Governance (ELG), for school-to-school support aimed at raising standards and improving governance. by supporting chairs, governors and new governors focus on raising standards, understand their strategic role, interpret data, and support relationships between governors and senior leaders.

To date five Ealing leaders of governance have assisted eight colleague chairs and governing bodies raise the level of challenge and support for school leaders. The ELG scheme is offered as light touch support to improve and develop governance, offering an external peer to peer, self-review process. We would like to continue with this initiative going forward as it is well placed to grow.

Could you be an Ealing leader of governance?

Ealing leaders of governance are governors who are considered to be highly effective by their fellow governors and headteacher; and who are prepared to volunteer some time to use their skills and experience to support and mentor other governors in improving school performance.

This might involve providing support and mentoring on one or more of the following:

- Supporting a new chair
- Support induction of new governors
- Recruitment of new governors
- Identifying priorities for governing body (GB) development
- Reviewing GB procedures, protocols and/or behaviour
- Mentoring/coaching chairs through particular issues and develop solutions to identified issues
- Assisting chairs develop productive relationships with school leaders
- Observing governing body meetings and give developmental feedback
- Support with how to deal with complaints
- Help chairs and governing bodies have a better understanding of governance

As an ELG you will help improve governance skills and understanding by:

- Mentoring chairs to identify school improvement priorities, evaluate their performance and develop their leadership skills
- Helping chairs'/governing bodies to understand and interpret school data
- Using your expertise to support less experienced chairs/governing bodies develop confidence and additional expertise
- Supporting with understanding of how to provide more appropriate and effective support and challenge to the headteacher
- Developing the chairs'/governing body's relationship with headteacher/senior leaders
- Provide expertise to assist with a particular aspect of a governing body's work
- Signpost and broker training and support
- Assisting school improvement by developing partnerships, supporting and extending good governance models and spreading good practice

What would be involved?

To be part of this scheme all ELGs must meet our eligibility criteria below and attend three meetings (termly) a year. This will consist of an Induction/refresher session to prepare you for the role of an ELG and make clear the expectations and scope going forward and two further meetings to ensure the scheme is meeting its objectives, ELGs have the support they need and that it is responsive to new demands.

The focus of the work of an ELG will be to support other governing bodies in Ealing and the time commitment required will naturally depend on both the type of work undertaken

As an ELG you will work with governors in other schools and academies in a variety of ways:

- Face to face
- Telephone/email
- Attending a GB or committee meeting

When requests come in from schools the school workforce and governance team will act as a broker between you and the governor or GB concerned in the first instance, to match you with a governor/governing body appropriate to your skills and experience.

You may find that you are not contacted for a long time, or even at all as we will always work ensure chairs and governing bodies are matched with an appropriate ELG, according to experience or challenge.

By putting yourself forward you would be under no obligation to provide support when contacted and would be able to stand down at any time.

We will also need a short report at the end of any support to capture clear evidence based recommendations about provision, impact and how governance might be improved (as appropriate). . A key feature of this support will be to identify and collate examples of good practice and learning to be shared locally to celebrate the good work already established in Ealing.

The intent is that ELGs will form a strong network to provide support to other governors on a short term basis. As part of both celebrating this role and being transparent we will publish a register on Ealing Grid for Learning listing who is providing this support in Ealing (brokered by the LA).

ELG Criteria

In order to be an ELG you must be an experienced governor* who in the last five years has

- At least three years' experience as a governor
- Held a key position on a GB for at least two years e.g. chair, vice chair or chair of a governing body committee

* We will consider applications from other experienced governors who meet the criteria below

A proven track record in the following:

- Excellent leadership skills
- Can demonstrate an understanding of how effective governance can support school improvement
- Providing appropriate support and challenge leading to improved school performance
- Efficiently and effectively managing school resources particularly finance.
- Mentoring and/or coaching to identify practical and sustainable solutions
- Ability to use and analyse data to support school improvement
- A comprehensive understanding of governance and education in changing landscape
- Excellent interpersonal skills and the ability develop a successful team and strong working relationship with the headteacher
- Full support of your governing body and headteacher to be an ELG

Application process

A short application form is available here. **Closing date is 10th June.** Once an application has been submitted it will be assessed by a senior local authority officer and governance adviser, who will decide whether or not the application has been successful. The applicant will hear about the outcome of their application by Tuesday 21st June. The **induction day will be Wednesday 29th June 6-8pm** at Ealing Education Centre.

If you would like to discuss further please contact Therese McNulty email: governors@ealing.gov.uk or tel: 020 8825 8542