

PaJeS' Ten Commandments for Good Governance

Listen well

Governing bodies spend a lot of time talking. In order to work effectively, those around the table need to know how to listen actively to be able to effectively challenge and support.

Empathise

Governing bodies comprise different kinds of governors and professional staff with different understanding, skills and experience. A willingness to empathise will support effective working relationships.

Know your GB

The volume and range of work governing bodies undertake demands a wide range of skills and temperaments. Knowing your governing body well supports effective recruitment, operation, retention and succession.

Use time constructively

Schools are fast moving organisations and nobody wants to waste time that could otherwise be spent in improving outcomes for our children. It is essential that time is used well.

Plan meticulously and in good time

Good governance is greatly facilitated by effective short, medium and long term planning, linked to the cycle of the school year and school systems.

Prepare well

Individual and group meetings, visits and presentations that make up the work of the governing body all benefit from careful, timely preparation.

Be values driven

Our work on behalf of the children in our care, and the manner in which we work should be driven by our firmly held beliefs as enshrined in the school's mission statement, as well as by the Nolan principles.

Know what you don't know

It is not possible for a governing body, let alone any single governor, to possess all the knowledge, skills and understanding necessary to fulfil its task. There are many organisations which can support our work. Acknowledging this and seeking support is essential for good governance.

Delegate and trust

A governing body will only work effectively if roles and tasks are delegated to committees and individual members who must be trusted and supported to do the best job they can. Similarly, the relationship with senior leaders should be one of mutual respect. Challenge is entirely appropriate when delivered in a respectful, positive manner.

Plan for succession

Sustaining excellence in our schools requires futures thinking – what are we doing now to ensure that our successes continue to impact into the future, despite changes in personnel?