



Policy:	Governor Training Policy
Policy Date:	January 2023
Review Cycle:	3 Years
Reviewer:	FGB
Next Review:	January 2026

Introduction

With the exception of safeguarding, and for those involved in recruitment a safer recruitment course, there are no legal requirements for school governors to complete specific training.

A board must determine what training the board, committee members or individuals need based on roles, strengths and weaknesses.

The level of training completed by members will also depend on the average tenure of board members and their role outside of the school, as well as the availability of training.

Training supplier

Chawton Church Of England Primary School subscribes to the training and support from Hampshire Governor Services, providing unlimited access for board members to training courses as part of their programme which is published annually.

Training needs analysis

In addition to core and role training, the governing body will complete a skills audit each year as part of its self-evaluation process and Governors may be asked to undertake further training to fill identified gaps.

Template skills audit and self-evaluation documentation is made available each year by Hampshire Governor Services.

Training plan

The governing body will maintain a training plan which details the Board's plan for training over the academic year. This will detail a recovery plan where it is identified where sufficient training has not been undertaken by the board as a whole or where skills gaps exist.

Training requirements

All governors are required to undertake training as part of their role at Chawton Church of England School. The training required will be to meet the core requirements in this policy and any training plan in force.

All governors

'Let all that you do, be done in love.' 1 Corinthians 16:14

*'Be strong and **courageous**; do not be frightened or dismayed, for the Lord your God is with you wherever you go.'* Joshua 1: 5-9

*'If we walk in the light as He himself is in the light, we have **fellowship** with one another...'* 1 John 1-7

All governors are expected to complete the following courses in their first six months following appointment:

- Introduction for new governors
- Safeguarding children (or equivalent training as may be available from time to time)

All governors are expected to complete the following courses in their first 18 months following appointment:

- Holding leaders to account
- Understanding data in primary schools
- Governors and Ofsted
- Understanding finance in schools
- Understanding the Governors' role in Monitoring and Evaluating SEND
- Understanding the primary curriculum
- Welcome for Governors
- Parents as Governors (for parent Governors only)
- Staff as Governors (for staff Governors only)
- Safeguarding – The Governors Role
- Understanding SEND

Governors with specific roles

All role-based training should be completed as soon as possible after taking up a role

The Chair, Vice Chair and Development and Training Governor (DTG) should complete:

- Development for chairs
- Chairs and Headteachers working together
- Improving the school
- Leading the business for effective governance
- Leading governance programmes
- Development for DTGs
- DTG Meetings (quarterly)
- Welcome Programme for DTGs (for DTGs only)

The SEND governor should complete:

- Understanding the Governors' role in Monitoring and Evaluating SEND
- Understanding SEND

The Safeguarding governor should complete:

- Safeguarding children
- Safeguarding – The Governor's Role

- Effective use of the pupil premium
- Monitoring and evaluating safeguarding culture
- Safer recruitment workshop
- Promoting educational achievement of children in care
- Dealing with Child Protection Allegations

The Health and Safety Governor should complete:

- School buildings
- Understanding Health and Safety in schools

Additional training

All governors may complete additional training where they have an interest and ability in doing so, but should ideally agree the training they complete with the DTG to ensure it complements the overall board need.