The Full Governing Body

The full governing body meets once a term to discuss overall school strategy and policy. In order to deal with some of the detail the FGB is divided into separate committees who meet to discuss the relevant issues and then make recommendations to the FGB.

The remit of the Governing Body is set out in detail in its Terms of Reference. To spread the workload, three committees, The Student Experience, Standards & Performance and Resources, have been established to deal with specific areas of responsibility. In addition, a sub-committee of 3 governors is responsible for formally reviewing the Headteacher's performance. However, the full governing body retains responsibility for the overall management of the school and accordingly all Governors have an open invite to attend meetings of committees they are not a member of and are actively encouraged to do so.

The governing body is consists of 15 Governors made up of: 1 Local Authority governor, 10 Co-opted governors, 2 Parent governors, 1 Staff Governor and the Headteacher.

Committees

Resources Committee - Chaired by Steve Westcott

The Resources Committee has three main areas of responsibility, staff resources, financial resources and capital resources. The committee works with the Headteacher in reviewing the staff structure, recruitment and performance management. We also oversee the school budget and financial reporting and ensure that the school buildings are maintained.

The Resources Committee is made up of non-staff governors and is responsible for overseeing both staffing and financial management of Ash Manor School. Since staffing costs account for over 80% of the school budget, it makes sense to have a single committee dealing with both. The Committee meets termly with additional ad-hoc meetings as necessary to deal with specific issues which may arise. In addition, a Performance Pay sub-committee is drawn from the members of the Resources Committee to review performance and approve the pay of staff in the early part of the new academic year. The Resources Committee is also responsible for property maintenance and investment (this forms the largest part of the capital expenditure budget), Health and Safety (this is inextricably linked to premises management), IT (has significant cost and investment implications) and the Pupil Premium spend (which is a significant source of budget for the school and needs to be spent wisely in order to close the performance gap between Pupil Premium students and non-Pupil Premium students).

The Student Experience Committee - Chaired by Lee Callow

The Student Experience meets at least four times a year and is made up of a cross section of governors who also sit on the School's Full Governing Body.

The purpose of the Committee is to ensure all areas of the students' experience at Ash Manor School meet the standards set.
The committee monitors and oversees the wellbeing and behaviour of Ash Manor's students including attendance and exclusions. It is also responsible for the safeguarding of all students and ensuring that vulnerable students are well cared for and their attainment is monitored.

In addition the committee is responsible for ensuring the requirements of the national curriculum are met and resourced by the school. It monitors the implementation of the national curriculum and ensures that students receive a broad and balanced curriculum relevant to their needs. In doing so, governors act as a "critical friend" to the school's senior leadership team regarding issues such as quality of teaching and learning, individual departmental performance, the allocation of pupil premium and the implications of wider exogenous issues, such as the school's responses to the changing national curriculum and new arrangements for national examinations.

Standards and Performance Committee – Chaired by Miranda Harrison

The Standards and Performance Committee meets at least three times a year and is made up of a cross section of governors who also sit on the School's Full Governing Body.

The objective of the committee is to scrutinise and challenge the school's performance for progression, attainment and achievement set against requirements for the school. The committee also ensures that individual students are achieving to the best of their ability and meeting their required targets for progression and attainment. The committee also aims to ensure that staff analysis of students' abilities and predictions for future achievements are as accurate as possible.