

Human Resource (HR) update for governing bodies

Here are some Vale of Glamorgan Council HR reminders/updates for governing bodies:

- Head teacher Performance Management (PM) review needs to be completed by 31 December 2008.
- Governing bodies need to annually review the schools Individual School Range (ISR). In cases where the ISR is re-set from 1 September, any performance point(s) for the previous year must be assigned on the lower (old) ISR before assimilation to the higher (new) ISR. If an ISR is reduced, safeguarding arrangements are in place for a maximum of 3 years.
- It is very important that the governing body establish the two statutory personnel committee's required to deal with discipline/dismissal and appeals:
 - Staff disciplinary and dismissal committee;
 - Disciplinary and dismissal appeals committee.
 Each Committee should be made up of a minimum of 3 different governors for each committee. This should be done at the first full governing body meeting of the new academic year. The appointment of a clerk to each committee is also

an important task (this can be the same person).

- The implementation of the Independent Safeguarding Authority (ISA) is scheduled for October 2009. At that time, anyone starting work in the school (including volunteers) or appointed as a school governor must be registered with the ISA **before** they start. Registration of existing staff and governors will be phased in. Further guidance and support on this issue will be shared with schools and governing bodies in due course.
- There have recently been changes to the way salary and directed time is calculated for part time teachers. Their pay is now based on the percentage of time worked against the School Timetabled Teaching Week (STTW). The STTW includes teaching and PPA time but not registration, breaks and assemblies. All Head teachers have been given the relevant information and are working with HR staff to implement the changes for existing staff.

If you have any queries relating to the above, please contact HR on 01446 709870/176.

Sue Alderman
Principal Personnel Officer
Vale of Glamorgan Council

Governor Training Autumn Term 2008

All governors should have received their Autumn Term Governor Training Programme. Please see below, details of the remaining training to be delivered this Autumn Term.

If you would like to reserve a place on any of the training, please contact The Governor Support Unit on **01446 709106/8** or email governors@valeofglamorgan.gov.uk

Jeremy Morgan
Governor Support Unit

Date	Course	Time	Location
Mon 17 Nov 2008	VSGA Chairs' Seminars	7.00pm-9.00pm	Llantwit Major Comprehensive
Weds 19 Nov 2008	VSGA Chairs' Seminars	7.00pm-9.00pm	Barry Comprehensive
Tues 25 Nov 2008	Performance Management	6.30pm- 8.00pm	Mount Sorrel Hotel, Barry

In association with the Vale of Glamorgan Council

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VSGA has an email address that you may contact us on. It's VSGA@valeofglamorgan.gov.uk alternatively you can contact VSGA by post at:

VSGA
Governor Support Unit
Learning & Development Dept.
Vale of Glamorgan Council
Civic Offices, Holton Road, Barry CF63 4RU

Vale School Governors' Association Cymdeithas Llywodraethwyr Ysgolion y Fro and Governor Support Unit Newsletter



Note from the Chair

I have been watching with growing disbelief the meltdown in the financial markets and the trouble supposedly rock-solid banks have got into. Then there is all the money tied up and perhaps lost in Icelandic Banks. Perhaps in a global economy we should not be surprised that public bodies have been investing abroad. I was, however, taken aback to discover that a charity with which I work has placed its substantial reserves in a Swiss bank. Of course the money is as safe as houses. The only nagging thought is to wonder how many other organisations based in Aberdare in one of the poorest parts of the Welsh valleys also have a Swiss Bank account.

The consequences of the recession can only mean that the money available for Schools in the Vale is going to be even tighter than it has been. The Assembly has announced financial settlements for councils in Wales which will mean some hard decisions need to

be taken by councils and ultimately by school governors.

To assist you in this difficult task may I commend to you the Seminars for Chairs and Vice Chairs of governors which we are holding in November. We are going to be looking how financial decisions are made, and how different committee structures aid the smooth-running of a Governing Body. Do come along and pick up some tips from people who may be doing things differently from you. Share your own good practice. The feedback we have had has been very good as governors relish the opportunity to discuss their issues in a good supportive atmosphere.

And if all this talk of financial doom gets you down, remember that Christmas is not far away.

Martin Price
Chair of VSGA and Vice-Chair of
Governors, St Richard Gwyn Roman
Catholic High School, Barry

School Governors Guide to the Law – Consultation

The Welsh Assembly Government (WAG) is currently reviewing and updating the 'School Governors Guide to the Law', which will hopefully be distributed to all governors by the Summer Term 2009.

WAG have asked the Governor Support Unit (GSU) to consult with governors on which preferred format that they would like to receive the Guide. The options are:

Hardcopy book;

CD rom or

Online link via WAG website

Please could you inform us if you have

a preference by emailing the GSU at governors@valeofglamorgan.gov.uk or by phoning 01446 709106/8. Please confirm by Friday 19 December 2008.

Governors who do not give a preference will automatically be sent a hardcopy book once the Guide is published.

Jeremy Morgan
Governor Support Unit

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Special points of interest:

- AVAGO was formed in 1996 and re-launched in 2006 as Vale School Governors' Association (VSGA)
- The Management Committee is made up of 15 elected governors together with 2 elected parent governor representatives
- VSGA was set up to:
- Promote best practice in governance in schools within the Vale of Glamorgan LEA
- To promote partnership amongst schools and between schools and the LEA
- To work with stakeholders to ensure adequate resources for schools within the LEA
- To represent the Association's views on issues relating to school governance and the management and resourcing of schools to relevant authorities and organisations

Award for Outstanding Clerks to Governing Bodies

Every two years, the National Governors Association (NGA), the England based school governors association, runs an award to find the outstanding clerk to a governing body. The purpose of this is to celebrate the contribution that clerks make to the effectiveness of governing bodies, and, in so doing, to encourage clerks generally to develop their role, so that they can enhance the service they provide to governing bodies.

Governors Wales supports this award scheme, which ties in with other initiatives aimed at improving the training available for governing body clerks. Governors Wales is fortunate to have been awarded funding from the Welsh Assembly Government (WAG) which will enable governing body clerks in Wales to participate in the 2009 Award.

The Award is open to all governing body clerks, whether they are members of the LEA staff, school staff, or separately employed by the governing body, or diocesan authority.

Representatives from Governors Wales will assess the Welsh entries and draw up a short list of three. Judges from Governors Wales will then interview the

three finalists and select a winner. The winner and runners up will be invited to a Wales award ceremony to be held at the Metropole Hotel, Llandrindod Wells in the afternoon of Thursday 5 March 2009.

The winner from Wales will go forward with the winners from the English regions, and an overall winner will be chosen. The Wales winner and the English regional winners will be invited to an award ceremony to be held at the Council House, Birmingham on Saturday 21 March 2009.

If you and your governing body consider that your clerk provides a good service, you are encouraged to take a little time and complete a nomination form. Governors Wales have sent a letter and nomination form direct to all Chairs of governing bodies and these should be completed and returned by Friday 5 December 2008.

If you need more information please ring the Governors Wales offices on 029 20487858.

Jeremy Morgan
Governor Support Unit

Management Committee Membership 2008-9

In September, governing bodies were invited to nominate a governor to sit on the VSGA Management Committee 2008-9. The VSGA Management Committee comprises 15 governors plus the two elected Parent Governor Representatives (PGR) from the Primary and Secondary sector.

The new Management Committee elected for 2008-9

is shown below. If any governors would still like to play a part on the VSGA Management Committee they are most welcome to attend meetings as an observer.

The Management Committee will consider election of officers i.e. Chair, Vice Chair, Secretary and Treasurer at its next meeting on Tuesday 2 December 2008.

No.	Title	Initial	Surname	School
1	Mr	N	Craggs	Gwenfo C/W Primary School
2	Clr Mr	C	Elmore	Colcot Primary & Holton Primary
3	Mrs	G	Evans	Ysgol Iolo Morganwg
4	Mr	G	Fogden	Ysgol Erw'r Delyn
5	Mrs	M	Gibbs	Cadoxton Nursery & Cadoxton Primary
6	Mrs	J	Griffiths	Cogan Nursery & Cogan Primary
7	Mrs	S	Hodges	Ysgol Sant Baruc & Ysgol Gwaun y Nant
8	Mr	K	Ingram	Ashgrove School & Albert Primary
9	Clr Mr	G	Kemp	Cowbridge Comprehensive & Rhws Primary
10	Mr	P	Lewis	Cowbridge Comprehensive School
11	Mrs	A	Males	Cogan Primary & St Cyres Comprehensive
12	Dr	M	Price	St Richard Gwyn R/C School
13	Mr	G	Price-Stephens	Llandough Primary School
14	Mr	D	Treharne	Ysgol Gwaun y Nant
15	Clr Mr	M	Wilson	Albert Primary & Victoria Primary
PGR	Mrs	C	Baggett	Romilly Junior School
PGR	Mr	S	James	Bryn Hafren Comprehensive School

Christmas recycling schemes for schools



Charles Stratton-Ross, our special schools card collecting champ.



Llancarfan Primary School collected the most yellow pages

Two popular Christmas recycling schemes for Vale schools are running again this year. Perhaps your school would like to take part?

Both projects are free and open to any Vale school. They involve schools collecting Christmas cards and/or old yellow pages telephone directories (sorry no other phone directories can be included) at school. These are then collected by the Council in January and February 2009 for recycling.

Schools can take part in one or both initiatives, and there are some great prizes up for grabs. Prizes are based on the numbers collected per pupil, so even our smallest Vale schools have a chance of winning.

We've run both schemes in previous years, and your support has been amazing in terms of the number of schools that take part and the amount they collect.

Yellow pages collection is part of a national partnership project called The Yellow Woods Challenge, which the Council has supported and organised at a local level for some years. Last year each pupil at Llancarfan Primary School collected an amazing 10 directories, netting the school the £300 first prize.

For the first time, last year our Christmas card scheme broke the million collected barrier, with pupils collecting over 10,000 cards each not unusual.

As Cabinet Member for Visible and Building Services, Councillor Geoff Cox, explained, "We're trying to ensure that as many as possible of the billion cards sent in the UK every year are recycled, so it's important that everyone is aware and does their bit."

Last year, St Joseph's R.C. Primary School collected an awesome 114,988 cards to become the primary school winners. Their huge total averaged out at 525 cards for each pupil!

Individual pupils in primary, special and secondary schools also competed to become card collecting champions. Maddie-Jo Rowland at Llanfair Primary School collected a whopping 20,346 cards to win the top primary spot.

What will the figures be like for this year, with your help....fantastic!!

To register your school for these projects please phone 01446 700111 or email: visible@valeofglamorgan.gov.uk by 9th December, 2008.

Sam Harrison
Waste Awareness Officer
Vale of Glamorgan Council