

Frequently Asked Questions - MET's proposed governance model

Q. Why won't LGB meetings take place during the autumn term prior to the launch of the new governance model in January 2020?

A. MET fully anticipates that there will be a recovery phase for all schools across the Trust during the autumn term. In light of this and the fact that head teachers and staff will need to respond flexibly to the uncertainty of what the pupil composition, curriculum and staffing availability will be, the meeting schedule for LGBs has been cancelled for the autumn term.

Q. I am a current LGB governor. Do I automatically transfer to a Check Team?

A. During the early autumn term, MET will be issuing a volunteer role description and a person specification for a Check Team member. There will be a statement of interest to complete and a skill-matching exercise will be undertaken to ensure governance volunteers with the appropriate mix of skills and knowledge are recruited into these voluntary roles. Those current LGB governors whose tenures expire within the next 6 months and who are completing their second term of office will be asked to make way for new applicants. There will not be a requirement for Staff Governors under the new model, as members of staff have been embedded into the governance structure. There may be an occasion where members of staff attend meetings as part of a focus group exercise.

Q. How do current LGB Chairs fit into the new model?

A. There will be a role description and person specification for Chairs of Check Teams, available in the early autumn term. There will be a statement of interest to complete and a skill-matching exercise will be undertaken to ensure governance volunteers with the appropriate mix of skills and knowledge are recruited into these Chair of Check Team roles.

Q. Is any recruitment taking place for the MET Members?

A. At present MET does not require additional Members. It has five Members and undertook recruitment last academic year to ensure vacancies were filled.

Q. Is any recruitment taking place for the MET Board?

A. The MET Board has a rolling approach to trustee search and recruitment. It currently has a need to recruit from senior professionals who are/have recently worked in the education sector, particularly within secondary education. The Chair of the Board will be recruited from amongst existing trustees to commence duties from 1st September 2020, when the current Chair of the Board steps down and re-assumes a role as trustee without portfolio. A role description and person specification will be available and all eligible

trustees will be invited to apply. A skills-match exercise will be undertaken. The Board Chair will be inducted during the late summer and during September.

Q. How will recruitment to the Board sub-committees take place?

A. The Board retains the right to invite members of the governance structure to join its own sub-committees. These committees will have terms of reference available from July 2020. The Chairs of the Committee posts will have role descriptions and person specifications. The Chair of sub-committee roles will be recruited from amongst current trustees. Trustees will be required to submit a statement of interest and a skills-matching exercise will take place to ensure the most appropriate candidates take on these volunteer roles.

Q. Why will the MET Governance & Remuneration Committee meet just twice a year rather than termly?

A. These meetings will be scheduled around the autumn term and the spring term, respectively. At the autumn meeting, the performance, targets and remuneration of the teaching executive team will be considered. This is in line with the annual performance management cycle of teaching staff. In the spring term, the non-teaching executive team, plus the Company Secretary & Clerk to Board will have their performance, targets and remuneration reviewed. Governance discussions will feature on both of the meeting agendas. It is also likely that governance review will be discussed ongoing during one of the extraordinary MET Board meetings, which will have more flexible agenda items. The MET Board retains the right to ask any committee or Check Team to increase the number of meetings held in an academic year.

Q. How do head teachers fit into the governance model?

A. Head teachers will attend some meetings of the School Improvement Committee and the three Check Teams, on a rotational basis. They will ensure the head teacher voice is heard and that they can bring their expertise and experience to discussions relating to curriculum intent and implementation. They will also be meeting outside of the meeting pattern with governance volunteers from Check Teams who will be present in schools for governance visits, observations and learning walks at least once a term. Additional governance volunteers such as Board sub-committee members and trustees may also engage with head teachers during visits to observe specific areas of practice. Head teachers' roles in relation to governance are clearly highlighted in the new Scheme of Delegation.