

## Term 2 2024/2025

### New Governance Structure Review AGB/RAB

### Feedback Summary & Actions

Governors, Heads and Clerks were all asked to complete a survey in term 2 on areas that had gone well and areas that needed improving from reflections on the first round of the new structure. From all this feedback, observations from the governance team and AGB self-reviews shared with RAB, the below feedback has been collated.

#### 1) What went well in the first round

- Largely positive feedback on AGBs and improvement from AABs
- Governors largely feel more empowered & like the additional responsibilities
- Governors engagement is improving predominantly through governor visit days
- Governors are largely clear on role of AGBs & link roles
- More governors in place and more with education knowledge (Trust has 84% of vacancy filled vs 79% nationally)
- RABs delivered the clearest oversight we've ever had on the level of effective governance
- RABs were clear and well prepared to deliver their role effectively
- Communication was clear on changes
- Self-review by AGB was very useful in painting a clear picture and focussing attention on support needed

#### 2) What didn't go well from the first round

- Some areas of lack of sufficient challenge and/or operational questioning rather than strategic questioning
- Number of AGBs have an overreliance on a small group of governors
- AGB agenda was too long
- Too much information for Governors and some info delivered in cumbersome way
- Parent and Staff governors need more clarity on their role
- Clarity on how feedback flows from RABs

From all of the above the governance team are working with Heads, Clerks and Chairs to roll out some initiatives and share best practice which will help address some of this. Governance team have had/planned session with Heads, Clerks and Chairs to discuss the below in more detail

#### 3) The below are all the action and suggestions to help address the areas that need improving and to share best practice from some AGBs

- Exercise to support governors formulate strategic questions as well as making use of the [strategic question](#) document
- Heads/Presenters to present by exception and ask for questions before explaining
- Gov team producing guidance for Staff & Parents, clarifying role
- Chairs ask experienced governors to mentor new governors
- Chairs ask experienced governors to be the last to ask questions to allow opportunity for new governors
- Clerks' session will cover management of attendance
- AGB workbook reviewed to ensure info is reduced but still sufficient for oversight
- Heads to review policy schedule to fit it around the best time for you and your AGB
- Heads utilise supporting documents folder and summarise for Governors to support reduction in reading

- Heads & Chairs remind governors of each link role to focus on certain sections of the AGB workbook so governors aren't reading the full workbook
- Feedback from RAB will come from Regional Director, Governance Team or AGB Chairs in attendance for areas that are not already discussed with the AGB