

## School Governor, Inspired Directions School

<b>Role type:</b>	Voluntary
<b>Commitment:</b>	4 meetings per year (virtual meetings in 2021), plus ad-hoc support
<b>Location:</b>	Hackney
<b>Training:</b>	Safeguarding training and school induction will be provided

### About Inspired Directions School

Inspire supports young people to create a positive future for themselves. Our Inspired Directions School supports 15 young people aged 14-16 who find it difficult to engage with mainstream education, helping them to believe in themselves, gain qualifications and build positive pathways.

We deliver a high-quality curriculum enhanced by work-related learning and work experience. Developing pupils' employability and enterprise skills, we offer a clear, supported pathway into relevant further education or training at 16. Our long-term aim is to equip each young person with the essential skills to secure employment or a place on a training or education course at 18.

Our school is a small, welcoming space. Pupils have regular opportunities to engage with a working office as our Inspire charity colleagues are based just next door. This gives us an opportunity to share the city and local employer connections, and to deliver onsite employability workshops, work experience and mentoring.

Our school values are individualism, progression and community.

We work with pupils who struggle to engage with mainstream education, including those who:

- Have experienced bullying in school
- Are vulnerable, anxious and/ or suffer from other mental health issues
- Need to build resilience and trust in adults and teachers
- Have special educational needs
- Are looked after children
- Have English as an additional language
- Are repeat non-attenders
- Have multi-agency involvement
- Have Education Health and Care Plans

The scale of our school (maximum of 15 pupils onsite) means that we can achieve a very high staff to student ratio of 1:2. This helps with behaviour management and safeguarding, as well as delivering our individualised learning plans and regular mentoring sessions.

### The role

Being a governor of a small school can be incredibly rewarding, and we are looking for up to 4 enthusiastic individuals to join our governing board. Governors will contribute to ensuring high standards of achievement for all of our students, by:

- Overseeing clarity of vision, ethos and strategic direction for the school
- Holding the executive leaders to account for the educational performance of Inspired Directions School and its pupils, and the performance management of staff

- Overseeing the financial performance of the school and making sure its money is well spent

## Governing structure

Inspired Directions School is overseen by our Board of Governors, currently made up of 8 local education and business experts, chaired by Matt Sparkes, Head of Corporate Responsibility at Linklaters. The board reports into our charity's Board of Trustees, which governs the whole organisation, also chaired by Matt Sparkes.

Our Board of Governors meets four times per year at our school in Dalston (virtually during 2020 and early 2021). We hold non-mandatory catch up meetings for governors at least once between each full meeting.

## The commitment

The role of a school governor is a thinking and questioning role. Governors are expected to:

- Get to know the school, including visiting occasionally during school hours in agreement with our school lead
- Attend induction training and development events
- Attend full governing board meetings (1.5 hours each, 4 per year) and some catch up meetings
- Act in the best interests of all the pupils of the school
- Complete a DBS check and safeguarding training (half day)
- Commit to further the development of Inspired Directions School towards an outstanding alternative provision centre for Hackney

## Duties

1. Contribute to strategic discussions at governing board meetings to ensure the school team:
  - Sets clear and ambitious plans and targets for the school
  - Provides a broad and balanced curriculum for students
  - Raises appropriate funds and ensuring expenditure comes within budget
  - Has an appropriate staffing structure and key staffing policies
2. Hold executive leaders to account by monitoring the school's performance
  - Ensuring the school development plan is fit-for-purpose and ambitious
  - Reviewing all data and feedback provided by school leaders on school performance
  - Asking challenging questions of school leaders
  - Ensuring the school has required policies and procedures and follows them effectively
  - Listening to and reporting to the school's stakeholders
3. Ensure school staff have the resources and support they need to do their jobs well, including:
  - Appropriate training
  - Teaching resources
  - A fit-for-purpose teaching space
4. When required, serve on panels of governors to:
  - Appoint the head of school and other senior school staff
  - Appraise the head of school
  - Hear the second stage of staff grievances and disciplinary matters

## Person specification

We embrace diversity of thinking, and we are open to applications from individuals from a range of backgrounds. The following experience, knowledge and characteristics are of particular interest:

Area	Criteria
Experience	Working in or with an alternative provision or education setting with students aged 13-16
	Working in a multi-cultural education setting
Knowledge	Knowledge of Hackney or surrounding boroughs
	Awareness of equalities issues
	Child-centred pedagogies, statutory curriculum guidance and/ or Ofsted
	Understanding of safeguarding and 'Keeping children safe in education'
Characteristics	Positive attitude and enthusiasm
	Excellent listening skills
	Collaborative approach
	Strong commitment to support young people to achieve their potential