



Governor Training Policy

Name of Headteacher:	Tom Johnston
Date Policy approved and adopted:	Sept 2026
Date Due for review:	Sept 2029

Equality at Merdon Junior School

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school. (See Initial Equality Impact Assessment)

Merdon Junior School

Governor Training Policy

Principle

Merdon Junior School recognises that in order to ensure that the governing body can fulfil its core functions effectively, governors must be aware of their collective and individual responsibilities and be competent to carry them out. We believe that governor training is an essential tool in fulfilling this goal. The purpose of this policy is to provide a structured approach to this training.

Aim

To provide the governors with the skills and knowledge required to support the headteachers and staff in ensuring that the school is run efficiently and achieves its aims and objectives. Our governing body believes it is crucial that new governors have access to an experienced governor (usually the DTG) during their induction period to support them as they develop into the role. training is to provide skills and knowledge to

support governors to effectively carry out core functions of

- Strategic Direction: Set the long-term vision, ethos, aims, and values of the school.
- Holding Leadership to Account: Act as a "critical friend" to the headteacher by challenging performance, progress, and educational standards.
- Financial Oversight: Oversee the school budget, ensure money is well spent, and check financial priorities

Procedures

The governing body will:

- appoint a Development and Training Governor (DTG)
 - have training as an item on the agenda of all meetings
 - provide funding via a County SLA to meet their own development/training needs
 - have a Whole Governing Body Training session every year which all governors will attend
 - be represented, where appropriate, in school-based training (Inset days)
- Individual governors will:
- attend the 'Induction for New Governors' course within six months of commencing their term of office
 - attend courses relevant to committees they are members of within one year of joining
 - attend courses relevant to any specific role they may hold within one year of taking on the role
 - attend at least one County- or Diocese-led training session per year
 - report to the governing body on the courses that they have attended highlighting any actions required using the Training Template

- attend all whole governing body training sessions

The Development and Training Governor (DTG) will:

- actively promote governor training
- report on relevant training issues during governors' meetings
- keep records of governors' attendance at training events
- ensure that new governors are issued with an induction pack and that school-based induction is carried out
- assist, where necessary, in the preparation of individual training plans
- annually review training and support costs and make recommendations for the take of the provision for the following year

Evaluation and Review

Date of Ratification	Sept 2026
Date for Next Review	Sept 2029
Comments: New policy – review in full	