

TRINITY SCHOOL GOVERNING BODY

A Guide to the Work of the Governing Body

What do Governors do?

The Governing Body of a school provides strategic leadership and accountability, and is responsible for both the conduct of the school and for promoting high standards.

The Governing Body of Trinity School has:

- 11 Appointed Governors who are appointed by the Members of the Academy Trust (there is currently 1 vacancy)
- 2 Parent Governors
- 2 Staff Governors
- The Dean of Carlisle is an Ex-Officio Appointed Governor. The current Interim Dean of Carlisle was appointed on 4 August 2025 and is therefore an Ex-Officio Appointed Governor.
- The Headteacher is an Ex-Officio Governor

The three core functions of the Governing Body are:

- Ensuring clarity of vision, ethos and strategic direction;
- Holding the Headteacher to account for the educational performance of the school and its students, and the performance management of staff; and
- Overseeing the financial performance of the school and making sure its money is well spent.

In real terms, this involves key actions, such as:

- Approving the school budget.
- Determining the school's Admissions Policy.
- Approving the School Improvement Plan.
- Appointing and appraising the Headteacher.
- Approving key policies that regulate how the school operates.
- Ensuring that the school is compliant with legal requirements.
- Determining employment practices as the employer of its staff.

Most importantly, the Governing Body has a key duty to monitor the work and performance of the school, by acting as a 'critical friend' - a source of challenge and support to the staff - working in partnership with the Headteacher. The day to day running of the school remains the responsibility of the Headteacher, not the Governing Body.

How does the Governing Body operate?

The full Governing Body holds four meetings per year, two meetings in the autumn term, one in the spring term and one in the summer term. At each meeting, the Governing Body considers reports from the Headteacher and the Senior Leadership Team, it reports on the work of its various committees, approves key decisions and discusses pertinent issues relevant to the governance of the school.

Following a comprehensive Governance Review in the school year 2024-2025, a new Committee structure was approved and it has been implemented with effect from September 2025. The Governing Body meetings will consider all Governing Body matters and moving forward it will also consider the School Chaplain's report and the SIAMS action plan.

There are three Committees which are as follows:

- **Curriculum & Pay Committee:** The Committee's objectives are:
 - To ensure that the school delivers a relevant, broad and balanced curriculum which enables the students to reach their full potential in accordance with the aims of the school.
 - To ensure that proper procedures are in place for appointing, developing, supporting and managing performance of staff, and to ensure proper procedures are in place to support Governors and, where appropriate, appoint Governors to staff-related committees.

- **Resources, Audit & Risk Committee:** This new Committee will assist the decision making of the Governing Body, by enabling more detailed consideration to be given to the best means of fulfilling the Governing Body's responsibility to ensure sound management of the Academy's finances and resources, Health and Safety, planned maintenance, premises and grounds including proper planning, monitoring and probity.

- **Pastoral Committee:** The Pastoral Committee monitors the pastoral life of the school and the work of the pastoral team, ensuring that key policies are in place to meet legislative requirements and to support students in key areas such as: safeguarding and child protection, the year group system, careers guidance and work experience, Personal, Social and Health Education (PSHE), home-school links, vulnerable groups, uniform. The committee will also consider staff welfare matters.

Transparency of Governance Information

In the interests of transparency, Governing Bodies are required to publish up-to-date details of their governance arrangements on the school website. Please see the website for details of all Trinity Governors, their roles, dates of appointment and terms of office and any relevant business and pecuniary interests.

Attendance at Governing Body meetings

Please click on the link for Governing Body Members' attendance at meetings for the school year 2024/2025.

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