

Local Governance Plan

1. Trust and academy governance

- 1.1. As an academy, the Local Governing Body (LGB) of Bader Academy has delegated responsibilities from the Nexus Multi Academy Trust Board of Directors – through the Chief Executive Officer - which are outlined in the [Nexus Governance Handbook](#) and the Trust's [Scheme of Delegation](#).
- 1.2. All individuals with governance responsibilities are required to conduct themselves in accordance with the [seven principles of public life](#) (selflessness; integrity; objectivity; accountability; openness; honesty; and leadership) and adhere to the Governor Code of Conduct, which is included in the Nexus Governance Handbook. Additionally, Governors have to adhere to the DfE's [Governance Competency Framework](#). This details that governors must be:
- 1.2.1. **Confident** - Of an independent mind, able to lead and contribute to courageous conversations, to express their opinion and to play an active role on the board.
 - 1.2.2. **Curious** - Possessing an enquiring mind and an analytical approach and understanding the value of meaningful questioning.
 - 1.2.3. **Challenging** - Providing appropriate challenge to the status quo, not taking information or data at face value and always driving for improvement.
 - 1.2.4. **Collaborative** - Prepared to listen to and work in partnership with others and understanding the importance of building strong working relationships within the board and with executive leaders, staff, parents and carers, pupils/students, the local community and employers.
 - 1.2.5. **Critical** - Understanding the value of critical friendship which enables both challenge and support, and self-reflective, pursuing learning and development opportunities to improve their own and whole board effectiveness.
 - 1.2.6. **Creative** - Able to challenge conventional wisdom and be open-minded about new approaches to problem-solving; recognising the value of innovation and creative thinking to organisational development and success.

1.3. The Governance Competency Framework also details the 6 domains of competency for governors, as follows:



2. Bader Academy LGB Membership

2.1. Nexus MAT LGBs have a minimum of 7 members and no more than 12, which must include:

- Chair
- Vice Chair
- 2 x Parent Governors
- 1 x Teacher Staff Governor
- 1 x Non Teacher Staff Governor
- 1 x Governor

- 2.2. All Governors, initially, serve for a period of four years. At the end of the four years, they can stand for re-election or be re-appointed. Governors are free to resign before the end of their four-year term if they so wish.
- 2.3. The Headteacher will be attend governing body meetings and be appointed as an ex-officio member of the LGB, though they may not be able to vote on all matters. This is covered in more detail in the LGB terms of reference, within the Scheme of Delegation.

3. Bader Academy Local Governance Arrangements – September 2020

- 3.1. As the Bader Academy building is still under construction and not expected to be completed until January 2021, it the Bader Academy Project Board will retain governance oversight of the school on 1 September 2020 and be accountable to the CEO and the Nexus Board of Directors. When the school building is fully operational a Local Governing Body will be constituted.
- 3.2. The Project Board will continue to meet monthly until governance responsibilities are handed over to an LGB.
- 3.3. Once in place, the Local Governing Body will meet once a half term, with additional meetings being arranged as required.
- 3.4. Approved minutes of the Local Governing Body will be included on the academy's website.
- 3.5. Governor Interests are reviewed at every meeting and the Nexus MAT Registers of Interest will be included on the academy website. All individual Governor information with regard to Interests & Attendance can be found with the Individual Governor Profiles, and all governors will be recorded on the Department's "Get Information About Schools" online system.
- 3.6. Dates for Bader Academy LGB meetings 2021 have been provisionally set as follows:
 - Tuesday 2nd February 2021, 10:00 – 12:00 - Bader Academy
 - Tuesday 23rd March 2021, 10:00 – 12:00 - Bader Academy
 - Tuesday 18th May 2021, 10:00 – 12:00 - Bader Academy
 - Tuesday 13th July 2021, 10:00 – 12:00 - Bader Academy

4. Recruitment of local governors

- 4.1. Appointments will prioritise reducing the potential for conflicts of interest in any governance or employed role, to ensure that governance is as open and transparent as possible. Where there are any pecuniary or business interests, details will be recorded by the Trust clerk and conflicts of interest will be factored into any decision making process. The Trust has a published code of conduct for all those holding a governance position, and the checks undertaken at recruitment scope where there may be any conflicts of interest so that these can be referred to Directors for a decision on whether these rule an individual out. The Trust has also published an agreed procedure for the investigation and/or removal of any holder of a governance position should concerns arise.
- 4.2. The Trust will work with local business and the local community to recruit to the membership of the LGB. The Trust already uses the Inspiring Governance and the Academy Ambassadors services to support the recruitment of local governors.

5. Governor Development

- 5.1. All Governors will undertake induction training that is provided within the Trust and will have access to training and development opportunities provided by our Teaching School Alliance partners.

6. Further information

- 6.1. The Trust has a wide range of policies and procedures published on its website www.nexusmat.org.
- 6.2. The Clerk to the Trust Board is also a key point of information and support, and can be contacted via email at DHyner@nexusmat.org