GOVERNORS POLICY

Governance responsibilities, independent challenge and clear accountability

EFFECTIVE: SEPTEMBER 2026 | REVIEW: SEPTEMBER 2027 | IMPACT AP

1 | PURPOSE AND LEGAL STATUS

Provide strategic oversight, support and independent challenge for Impact Alternative Learning. These arrangements support current commissioned AP and preparation for the proposed independent school. Kate Willis remains the individual proprietor and accountable leader. Governors do not become statutory school governors, trustees, directors or employers merely through appointment or this policy; their authority depends on the lawful governance and delegation arrangements.

2 | MEMBERSHIP AND NAMED ROLES

Principal and Proprietor: Kate Willis. Chair: Fiona Styler. Safeguarding Governor: Jennifer Maunsell. Governors include Paige Penney and Taylor Davis. Kirsty Lampkin supports safeguarding and data-protection reporting in her operational roles. Maintain an accurate membership and role register with appointment dates, terms, relevant skills, interests, required checks and training. Record changes promptly and communicate relevant reporting routes.

3 | STRATEGIC RESPONSIBILITIES

Review the provision's purpose, improvement priorities, quality of education, learner welfare, inclusion, premises safety and organisational sustainability. Ask how decisions affect actual learner experience and progress. Challenge gaps between plans and delivery, follow up agreed actions and identify where competent external advice is needed. Do not substitute informal reassurance or policy page counts for evidence of safe, effective provision.

4 | PROPRIETOR AND DELEGATED AUTHORITY

Maintain written terms of reference and a delegation record distinguishing advice, oversight, approval and operational decisions. Identify who may make financial, contractual, staffing and disciplinary decisions and any limits. The proprietor retains responsibilities not lawfully delegated. Naming an independent case coordinator does not itself confer employment powers; obtain appropriate independent HR/legal advice where the proprietor is implicated.

5 | CHAIR AND MEETING ARRANGEMENTS

Fiona coordinates agendas, participation, challenge and follow-up. Hold at least one formal governance meeting each term and additional meetings when urgent risks require it. Circulate suitable papers in advance, record attendance and interests, and minute decisions, reasons, dissent and actions. Agree meeting and decision-making rules in the terms of reference; do not assume a statutory quorum or voting power that has not been established.

6 | SAFEGUARDING OVERSIGHT

Jennifer leads governance scrutiny of safeguarding arrangements, supported by the Chair and other governors. Review staff suitability, reporting routes, training, attendance/missing patterns, online safety, incidents and learning using proportionate information. Check that concerns can bypass a conflicted leader and that independent records are protected. Governors do not investigate child-protection allegations or delay referrals while seeking a meeting.

GOVERNORS POLICY

Governance responsibilities, independent challenge and clear accountability

EFFECTIVE: SEPTEMBER 2026 | REVIEW: SEPTEMBER 2027 | IMPACT AP

7 | INDEPENDENT CONCERN REPORTING

Concerns involving Kate or an adult where she has a personal/family conflict must bypass her. Fiona: +44 7951 423421; Jennifer: +44 7860 529351 if Fiona is unavailable or conflicted and Jennifer is independent. Where harm may be involved, contact Tameside LADO directly: 0161 342 4343, option 3; ladoreferrals@tameside.gov.uk. Notify within one working day where the threshold may be met; call 999 for immediate danger.

8 | CONFLICTS AND FAIR DECISIONS

Declare personal, family, financial and organisational interests on appointment, annually and when an item arises. Record the conflict and proportionate recusal from papers, discussion and decisions. A person must not approve, investigate or decide their own case. If no suitable internal person is independent, seek appropriate external advice or statutory referral rather than allowing a conflicted decision or delaying protection.

9 | INFORMATION AND CONFIDENTIALITY

Give governors only information necessary for their responsibilities and share sensitive case detail through a controlled lawful route. Use approved secure accounts and storage, not personal messaging groups. Independent cases involving Kate must be stored outside accounts she can administer. Governors must not discuss learners, staff or complaints casually, publish private information or retain unnecessary copies after their role ends.

10 | MONITORING, COMPLAINTS AND DEVELOPMENT

Review curriculum and assessment evidence, learner/family feedback, equality, accessibility, risks and improvement actions through planned reports and proportionate visits. Follow the Complaints Policy for panel membership and independence; a governor involved earlier must not later present as impartial. Provide induction and role-appropriate training, review governance effectiveness annually and keep action and training records. Governors model respectful conduct and use formal routes for disagreement.

11 | POLICY CONTROL AND REVIEW

Policy owner: Kate Willis, Principal and Proprietor. Effective date: September 2026. Scheduled review: September 2027, or sooner after relevant changes, incidents or feedback. Record actual governance approval and implementation decisions and brief staff on their duties. These policy dates do not assert that approval, staff training or operational checks have already occurred. Use the Complaints or independent reporting route for concerns about implementation.

12 | SOURCES AND RELATED DOCUMENTS

Impact Safeguarding, Managing Allegations, Low-Level Concerns, Complaints, Data Protection and Risk Assessment policies; written governance terms and delegations.

For the proposed school: Independent School Standards leadership and management requirements; gov.uk/government/publications/regulating-independent-schools

Check current versions and apply according to Impact's legal and commissioning status.