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**Henshaws College Governance Committee (CGC)**

**Governor Role Description**

**Henshaws Values**

All Henshaws Governors are expected to subscribe to Henshaws values.

These are:

* Informed - Always aiming to increase knowledge through experience, expertise and history.
* Sharing - Desire to exchange experience and ideas with others.
* Proactive - Actively helping and supporting individuals.
* Inspiring - Through the life changing impact on the people we support.
* Compassionate - Displaying empathy and understanding.
* Empowering - Encouraging and supporting individuals to reach their full potential.

**Personal Attributes**

The principles and personal attributes that individuals bring to the College Governance Committee (CGC) are as important as their skills and knowledge. These qualities enable CGC members to use their skills and knowledge to function well as part of a team and make an active contribution to effective governance.

Governors should demonstrate:

**Commitment**

Devoting the required time and energy to the role and ambitious to achieve the best possible outcomes for young people. Prepared to give time, skills and knowledge to developing themselves and others in order to create highly effective governance.

**Confidence**

Being of an independent mind, able to lead and contribute to courageous conversations, to express their opinion and to play an active role on the Committee.

**Curiousity**

Possessing an enquiring mind and an analytical approach and understanding the value of meaningful questioning.

**Challenge**

Providing appropriate challenge to the status quo, not taking information or data at face value and always striving for improvement.

**Collaboration**

Prepared to listen to and work in partnership with others, understanding the importance of building strong working relationships within the CGC and with executive leaders, staff, parents and carers, pupils/students, the local community and employers.

**Critical Analysis**

Understanding the value of critical friendship which enables both challenge and support; self-reflective, pursing learning and development opportunities to improve their own and whole Committee effectiveness.

**Creativity**

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.

**Knowledge and Skills**

**Strategic direction**

Governors have a key role in contributing to the strategic direction of the College and should:

* Contribute to key strategic decisions
* Along with the Principal set the College’s aims and objectives around how the College will develop and improve
* Set policies, formulate plans and agree targets to help the College achieve these objectives, as well as regularly reviewing their strategic framework in light of that progress

**Accountability**

Governors should have the confidence to:

* Support and challenge the College’s senior leadership team.
* Hold the Principal to account for securing the best possible outcomes for students.
* Challenge key decisions and ask pertinent questions about the College’s performance data, with the aim of guaranteeing high standards in education, care and therapy.

**Financial Probity**

Governors have a strategic role in the financial management of College. Key responsibilities include:

* Setting financial priorities
* Deciding on how the College’s budget should be spent in accordance with the quality improvement plan and statutory curriculum requirement

**General**

Governors should be able to commit to:

* Attending all meetings of the CGC unless there is a substantial reason for non-attendance.
* Visiting the College for the purpose of monitoring and evaluating College operations. These visits are essential to understanding more about the College and the realities of College life.
* Attending additional committee meetings as necessary.
* Reading all documentation distributed by the Clerk to the CGC prior to meetings and being prepared to question its content.