



hackney *answers to the challenge*

Hackney Governors' Conference 2015

## The Role of Governors in Staff Management

Olly Cochrane  
Head of HR, HLT


## School Staffing Regulations 2009

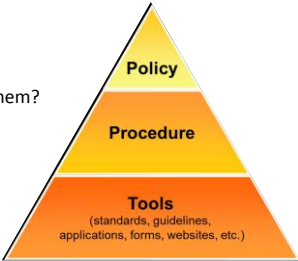
- Statutory Guidance to help schools
- Delegation of staff management to governors
- Day-to-day management by headteacher



LONDON BOROUGH OF HACKNEY    FASCA    HACKNEY LEARNING TRUST

## Policies & Procedures

- What are they?
- Why do we use them?



LONDON BOROUGH OF HACKNEY    FASCA    HACKNEY LEARNING TRUST

## Contractual Policies

- Disciplinary
- Grievance
- Capability



LONDON BOROUGH OF HACKNEY    FASCA    HACKNEY LEARNING TRUST


## Other Governor Involvement

- Organisational change
- HT performance management (CoG)
- Setting pay for SLT (Senior Leadership Team)
- Sickness absence management
- Investigations
- Pay appeals
- Request for flexible working (appeal)
- What else?

LONDON BOROUGH OF HACKNEY    FASCA    HACKNEY LEARNING TRUST

## Conduct Hearing

- Role of the chair of the panel and hearing members.



LONDON BOROUGH OF HACKNEY    FASCA    HACKNEY LEARNING TRUST

