Support & Scrutiny Board Policy

Overley Hall School

Agreed by: Bev Doran

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Contents

Introduction 3
Internal oversight and responsibilities at Overley Hall School. 3
Aims of the SAS Board. 4
Objectives to be met by SAS Board Members 5
Legislation and Guidance 5
Support and Scrutiny Board Structure. 6
The Nolan Principles: 6
Quorum 6
Training requirements 6
Monitoring and Evaluating the Policy 7

Introduction

The Proprietor, Headteacher and Senior Leadership Team at Overley Hall School (Overley) receive scrutiny from a number of external specialists such as:

- Quality assurance visits from Local Authorities with learners at Overley
- School Improvement Partner(s)
- OFSTED
- Safeguarding Boards

Internally as a Proprietor owned school, scrutiny comes from Company Board Meetings that are responsible and receive reports on company finances, health and safety, recruitment, education and care. The company board have external specialists in the fields of health and safety and recruitment who offer additional oversight and support.

The headteacher is determined to ensure that a level of support and scrutiny also comes from within school and this has been promoted in the formation of the Support and Scrutiny Board (see below)

Internal oversight and responsibilities at Overley Hall School.

Internal oversight by the education management team is an ongoing process at Overley with regular lesson observations assessing the quality of teaching and learning and walk-arounds that ensure that the learning environment is available and used by all. School improvement professionals also visit and leave notes of visits regarding their observations.

As an additional layer of scrutiny, the education management team has developed a Support and Scrutiny Board (SAS Board). The SAS Board hears an overview of school actions, asks questions, shares ideas and challenges themselves and school leaders to maintain the high standards that are set and strove for to make Overley Hall School the best it could possibly be.

The benefits of having a Support and Scrutiny Board made up of people who know the inside workings of the school well was deemed to be stronger than having people who had no in-depth awareness on the board.

These advantages were:

- Board members have a deeper understanding of the day-to-day workings of the school
- Board members have a lived experience of what happens on a typical day at school
- Board members being aware of Overley 'warts and all!'
- Board members have an established good working relationship and are therefore confident in questioning and challenging other members
- Discussions are able to take place between members easily between meetings.

The risks associated with having members of staff as Governance members are

- Working relationships being affected by scrutiny
- Vested interests in the areas in which they work being preferred

Aims of the SAS Board.

To provide support and scrutiny of:

- The development and completion of the school improvement plan
- Safeguarding provision, training and learning points
- 6th form provision including work experience
- SEND provision
- Pupil premium spending
- Safeguarding provision
- Behaviour management
- Attendance management
- School finance
- Learner numbers
- The school website
- Therapy provision and contacts

- Learner progress
- Health and Safety provision and incidents

In addition to this SAS Board members agree policies and procedures and discuss notes of visit/ feedback from external visitors (this may include feedback left by parents following an event).

Objectives to be met by SAS Board Members

To establish and develop effective relationships with the staff
To have a greater understanding of learner's needs
To monitor the effectiveness of safeguarding systems
To recognise and celebrate success
To monitor the implementation of the School Improvement Plan
To increase their first-hand knowledge of the school which will inform strategic decisions
To see policies and learning plans in practice
To find out what resources are used, what resources are needed
To show support and encouragement to staff and learners
To demonstrate that the Support & Scrutiny Board is contributing to the school's self-evaluation process
To develop links with the various departments across school

Legislation and Guidance

This policy supports the school's compliance with relevant legislation and statutory guidance, including:

- The Education (Independent School Standards) Regulations 2014.
- Department for Education Independent School Standards Guidance (current version).
- Ofsted Independent School Inspection: Toolkit, Operating Guide and Information (current version).
- Equality Act 2010.

- Keeping Children Safe in Education (current version).
- Working Together to Safeguard Children (current version).
- Data Protection Act 2018 and UK GDPR.
- SEND Code of Practice: 0 to 25 years (where applicable).

Support and Scrutiny Board Structure.

The Support and Scrutiny Board will be made up of:

Chairperson - Liz Hyner

Proprietor – Mrs Anita Brown

Managing Director of Overley Hall Ltd – Paul Bliss

Head of school – Bev Doran

Therapies lead/ Assistant Head – Rachel Hawley

Head of 6th form/ Assistant Head – Dee Marshall

SENCO – Lorna Deakin

Pastoral Co-ordinator - Mandy Peever

The Nolan Principles:

The SAS Board hold in mind during meetings/ discussions the Nolan Principles of:

- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership
- Selflessness

Quorum

At SAS Board meetings a minimum of 5 people are to be in attendance either in person or virtually (headteacher or proprietor must be present).

Training requirements

All board members will have undertaken all training requirements required by Overley Hall School which include Safeguarding and Data Protection Training. In addition to face to face and online training, members will have read and understood Keeping Children Safe in Education as a minimum Part 1 and 2.

Monitoring and Evaluating the Policy

The SAS Board will review this policy annually and consider:

- If the policy supports the SAS Board to achieve its goals?
- If the policy supports the members to become effective sources of information about the schools performance?
- If the policy supports the members to become better-informed and enabled to make school based decisions?
- If the policy supports effective communication and support for staff and leaders? Does it support a further method of direct communication with staff?
- If the policy supports opportunity to ensure staff feel affirmed and valued?
- If the policy supports any unexpected benefits?
- If the policy and practice could be even better?

The school will publish details of the SAS Board on the schools' website www.overleyhall.com.