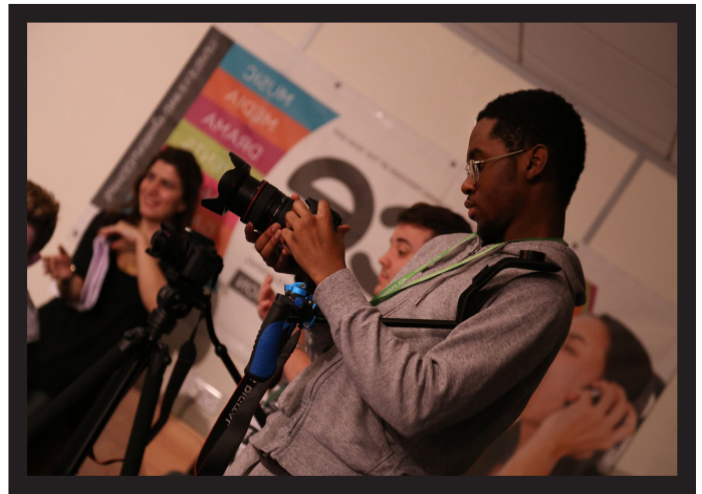


GOVERNANCE

AT BIG CREATIVE ACADEMY



BIG CREATIVE
EDUCATION
APPRENTICESHIPS
TRAINING
ACADEMY



Welcome

Governors are the backbone of schools throughout the UK. They are the vision setters and strategic decision makers. They play a vital role in ensuring the best possible education that takes every child as far as their talents allow.

Crucially, that means creating robust accountability for executive leaders by using and being familiar with objective data on the performance of learners, teachers and finances to ask the right questions. It means ensuring resources are allocated to strategic priorities and safeguarding the highest standards of financial propriety.

We are looking for governors with a breadth of specialisms to cover all aspects of Academy life. You don't have to be an expert in education; we want accountants, lawyers, community champions, safeguarding and wellbeing specialists. You all have a role to play in ensuring the best education for our young people.

Core Functions for Governors

The Department for Education set out three core functions of a governing body:

- 1 Ensuring clarity of vision, ethos and strategic direction.
- 2 Holding executive leaders to account for the educational performance of the organisation and its learners, and the performance management of staff.
- 3 Overseeing the financial performance of the organisation and ensuring money is well spent.



Department
for Education

Link through to the full Department
for Education [Governance
Handbook](#), January 2017

Big Creative Academy

We are a specialist organisation providing creative courses for 16-19 year olds. The vocational qualifications they study are equivalent to three A-Levels leading to higher education and employment. The curriculum for 2017-18 is:

Fashion
Music
Performing Arts
Events
Media

University of the Arts, London partner us in the qualifications our young people study. They use live industry briefs to executive projects that mirror the workplace, gaining practical skills in the process.

ual: **university
of the arts
london**

Ofsted have judged Big Creative Academy as Grade 2 (Good) commenting that the Academy is “**making significant improvement to the social outcomes for learners**”. Read the full [Ofsted report](#).



Ethos

Students learn the skills **industry** wants. We regularly consult with our team of ambassadors from organisations such as MTV, ITV and Island Records to shape our curriculum. Companies are also based at the Academy to bring the workplace to the students. UK Garage Ltd has an office on site.

Wellbeing is central to the Academy: character education is as important as the development of skills and our students become well-rounded, critical thinkers. We have a wellbeing manifesto based on relationships, resilience and reflection which extends to both staff and students.

The Academy aspires to be a centre of excellence for **teaching and learning**. We recruit outstanding teachers who are also current industry practitioners to provide cutting edge education for our students.

Mission, Vision, Values

Our **Mission** – is what drives our desire to give 100% every day

To transform the lives of young people through inspirational teaching and provide exceptional access to career opportunities in the creative industries

Our **Vision** - is what inspires us to think big

To be recognised as an outstanding provider and to ensure our graduates are empowered to lead purposeful lives with integrity

Our **Values** - define the way we work and study

To place Wellbeing and development of our young people, staff and the local community at the heart of the organisation

Big Creative Education

Big Creative Academy is part of the wider Big Creative brand. We share the same mission, vision and values but are autonomous organisations.



The Governing Body

The role of a governor is largely a thinking and questioning role rather than a doing role. Governors must always keep in mind the three core functions set out by the DfE and challenge the status quo with the expertise they bring. The Academy is grateful for the support of all of our governors.



Barnaby Collier, Chair of Governors

Management consultant and former project manager for the DfE's Academies and free schools programme.

Sacha Corcoran MBE (ex-officio)

Principal at Big Creative Academy, former Deputy Director at City & Islington College.

Alexis Michaelides

Managing Director at Big Creative Training, providing qualifications for disadvantaged young people for 20 years.

Megan Whittaker

Education consultant and HMI Ofsted inspector specialising in teaching, learning and assessment.

Joanna Gaukroger

Former Principal of Kensington and Chelsea College and education consultant.

Raguraman Srinivasan

Financial Fluency Director at the Radisson Edwardian hotel group responsible for operations and a £167m turnover.

Elaine Reddy

Former teacher and teacher training expert specialising in quality assurance.

Lawrence Larley

Lecturer at University of the Arts, London, freelance documentary filmmaker.

Anthony Brathwaite (staff governor)

Careers and Progression Officer at Big Creative Academy.

The role of a governor

1 Contribute to the strategic discussions at governing body meetings which determine:

- the vision and ethos of the Academy
- clear and ambitious strategic priorities and targets
- that all young people, including those with special educational needs have access to a broad and balanced curriculum
- the Academy's budget

2 Hold senior leaders to account by monitoring the Academy's performance which includes:

- agreeing outcomes from the Academy's self-assessment report and monitoring development priorities
- considering all relevant performance data and feedback
- asking challenging questions of senior management
- ensuring senior management have carried out the required audits
- approving policies
- listening to and reporting to the Academy's stakeholders

3 Ensure Academy staff have the resources and support required to do their jobs well, including expertise in business management, external advice where necessary, effective appraisal and CPD and suitable premises.

4 When required, serve on panels of governors to:

- appoint and appraise the Principal and other senior leaders
- set the Principal's and staff pay
- hear staff grievances and disciplinary matters
- hear appeals about student exclusions

Governors are strategic and not operational. They do not:

- Write Academy policies
- Undertake audits of any sort – whether financial or health and safety - even if the governor has the relevant professional experience
- Do the job of Academy staff – if there is not enough capacity within the staff team to carry out the necessary tasks, the governing body needs to consider and rectify this.

Meetings

Meetings are held once a term at the Academy. That's three over the year, plus a governors' away day that we hold in July. For the 2017-18 academic year, meeting dates are as follows:

Wednesday 11 October 2017, 4.30 - 6.00pm

Wednesday 7 February 2018, 4.30 - 6.00pm

Wednesday 16 May 2018, 4.30 - 6.00pm

Wednesday 11 July 2018, 10.00 - 4.00pm

Time Commitment

You should expect to spend 10 days a year on your governing responsibilities. There may be periods when the time commitment may increase, for example when recruiting a Principal.

Under Section 50 of the Employment Rights Act 1996, if you are employed you are entitled to "reasonable time off" to undertake public duties; this includes school governance. "Reasonable time off" is not defined in law and you may need to

negotiate with your employer how much time you are allowed.



The National Governors' Association publication
[Welcome to Governance](#) has comprehensive information on the expectations of governors

Benefits

There are many personal benefits you will gain from being a governor at Big Creative Academy:

- a sense of satisfaction knowing learners are benefitting from your efforts
- the opportunity to develop new skills and to strengthen existing ones
- the opportunity to work with a wide range of people from a variety of social and cultural backgrounds
- the opportunity to gain an understanding of, and experience in, key areas such as finance, personnel and strategic planning
- broaden your knowledge through solving problems ranging from finance to site management, human resources to marketing, learner welfare to curriculum development
- all decisions are made with the consensus of the whole governing body which brings into play softer skills of team work, communication and tolerance.



There is also the very real sense of adding value and giving learners the best possible opportunity in life. The additional opportunity for personal and career development cannot be underestimated.

Case study:

An 18-year old student enrolled at the Academy to do Music Technology having not been in education since the age of 13. With support from the Academy the student passed her course with distinctions and went on to be a sound engineer.

Read our [learner profiles](#) to understand their motivation and ambitions.

Contacts

If you are interested in finding out more about getting into governance please call Victoria Spence, Clerk to the Governors, or the Principal, Sacha Corcoran, for an informal chat.



We're always happy to sit down and have coffee. Come to one of our performances, have a look at our social media and website to see our learners' day to day work and how the Academy is making a difference in the community. There's lots going on - help us shape what we do.



Sacha Corcoran MBE
Principal

sacha.corcoran@bigcreative.education
0208 498 3304



Victoria Spence
Clerk to the Governing Body

victoria.spence@bigcreative.education
0208 498 3304



We.Are.BCE



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