

Terms of Reference - Governor Wellbeing Working Group

(Approved on 11th March 2026)

1. Purpose

The purpose of the Governor Wellbeing Working Group is to provide strategic oversight and advice to the Full Governing Board (FGB) on all matters relating to the mental health and wellbeing of staff and pupils. The group will champion a whole-school approach to wellbeing, ensuring it is embedded in the school's vision, ethos, and strategic planning.

2. Membership

- **Composition:** The group shall consist of 3 governors, including the nominated Wellbeing Governor.
- **Staff Involvement:** The Headteacher and the school's Mental Health/Wellbeing Lead can be invited to attend in an advisory capacity.
- **Chair:** The Chair of the Working Group will be elected by the members at the first meeting of each academic year.

3. Remit and Responsibilities

The group has no delegated decision-making power but is tasked to:

- **Strategic Planning:** Ensure wellbeing is a core priority in the School Improvement Plan.
- **Staff Support:** Monitor Staff Wellbeing and review strategies for managing staff workload and work-life balance.
- **Policy Oversight:** Review and recommend updates for policies including Mental Health and Wellbeing.
- **Monitoring:** Evaluate the impact of wellbeing initiatives using staff and pupil surveys, "learning walks," and feedback from school councils.
- **Communication:** Act as a bridge between staff/pupils and the board to ensure wellbeing remains a standing agenda item at Full Governing Board meetings.

4. Meetings and Procedures

- **Frequency:** The group will meet as required to meet specific deadlines.
- **Reporting:** Any recommendations will be circulated to the Full Governing Board before the Full Governing Board Meeting.
- **Confidentiality:** All members must respect the confidentiality of sensitive information shared during discussions, particularly regarding individual staff or pupil circumstances.

5. Review

These Terms of Reference will be reviewed annually by the working group and any changes must be approved by the Full Governing Board.