

GOVERNANCE POLICY

Policy Reviewed - March 2026
Date of Next Review- March 2027

Rationale:

Provide vital leadership to the school by ensuring that the school is well-run and governed with purpose and that the school management works by the board's requirements. The focus of the Governing Board is to establish a strategy for the Principal and school management to provide the best education possible for every student at the school.

Elections and Terms office

Chair and Vice-Chair

- When there is a vacancy or the term of office of the incumbent has ended, the elections of the Chair and/or Vice-Chair shall take place.
- The term of office of the Chair shall be one year.

Associate Members

- The Governing Body has the power to appoint Associate Members to its committees.
- At the first meeting of a Committee in the school year a Chair and a Vice-Chair shall be appointed from among the Governors who are members of the Committee
- The Governing Body meets a minimum of three times a year. Meetings shall be scheduled to ensure an efficient pattern of the necessary decision-making and to ensure that the Governing body fully discharges its duties in respect of its strategic role, its role in monitoring and evaluation, and in acting as a 'critical friend' to the Head Teacher.
- The Governing Body has four Committees –Parent, Teaching and Learning, Pastoral, and school.
- The Governing Body and each of its committees will review at least once per year the training that may be appropriate for its members to fulfill their roles.
- The Governing Body and each of its committees will ensure that no decision is taken in which there is or could be thought to be a conflict of interest by any Governor.
- Staff Governors shall not be able to vote on or be entitled to participate in debates.
- Staff Governors may participate in discussions regarding other staff-related, student, and student-disciplinary issues.

- Parent Governors may participate in discussions on staff or student-related issues and vote on them. Where the issues involve personal friends or relate directly to their children at school they may not vote.
- Minutes of the meeting will be made to record the names of those attending, time and place, and any substantive discussion, debate, challenge, decision, action points, or recommendations to be made to the Governing Body, clearly indicating which of these are decisions and which are recommendations
- Recommendations must be framed in such a way as to offer the Governing Body clear proposals or alternatives to debate and decide upon.
- Minutes will be circulated to the Chair of the Committee within ten days after the meeting.

CORE FUNCTIONS OF THE TIAD GOVERNING BOARD:

1. Setting strategic direction within the context of the vision and ethos of the school;
2. Holding the Senior Leadership Team accountable for the achievement of strategy and running of the school.
3. Overseeing the overall educational performance of the school and suggesting ways for improvement.
4. Overseeing the financial performance of the school – including setting fees, budget oversight, and achieving financial targets.

ROLES AND RESPONSIBILITIES:

The Board exercises its leadership role through the following primary responsibilities:

- steering the school and setting its strategic direction.
- monitoring the school's and the principal's performance.
- managing the discretionary budgets.
- planning and approving policies.
- overseeing the implementation of policies.
- self-evaluation and improvement; and
- succession planning.

The Governing Board will regularly evaluate its performance and that of its committees, its members, and school managers to support continued improvement in its performance and effectiveness, and that of the school.

Regards,


 Principal
 The Indian Academy,
 Dubai
 Prarthana Kale 031
 Principal