

Unit 1. Setting The Scene

Governance expectations and lessons learnt

It's important for governors to understand what has gone wrong in other organisations and learning lessons should be taken from previous high-profile cases. Looking at some of the best-known professional abuse inquiries in education settings over recent years, there are several recurring themes.

- 1. Safer recruitment procedures not in place.
- 2. Lack of safe working practice guidance - staff unclear on boundaries.
- 3. Failure to recognise, record and respond to low level concerns.
- 4. Standard operating procedures not being followed.
- 5. Poor management oversight/issues identified in inspection not actioned.
- 6. Voice of parents/pupils not heard.
- 7. Voice of staff/whistleblowing – raising concerns/exit interviews.
- 8. Human/professional/personal relationships.
- 9. Lack of effective supervision.
- 10. Ineffective governance and challenge.

Governors must strive to have this covered through a comprehensive set of policies and procedures.