

Salt Training Governance Development Plan (2025–2027)

Purpose and Vision

Salt Training aims to establish a robust and transparent governance structure that ensures strategic leadership, accountability, and compliance across all aspects of the organisation's operations.

This governance model will:

- Align with Ofsted's EIF expectations for Leadership and Management.
- Strengthen internal scrutiny and quality assurance.
- Ensure decisions are evidence-based, ethical, and learner-focused.
- Embed effective oversight of safeguarding, curriculum intent, financial assurance, and equality.

Governance Structure

Composition

The Board of Governors will consist of 4–5 external members, drawn from education, industry, finance, and safeguarding backgrounds, plus:

- 1 staff representative (non-voting, advisory role)
- 1 learner representative (rotating annually)

Roles and Responsibilities

Each member will hold a lead portfolio area to ensure focused oversight and accountability:

Role/Portfolio	Key Responsibilities
Chair – Strategic Leadership and Curriculum Intent	Oversees mission alignment, long-term strategy, curriculum design, and responsiveness to employer and learner needs.
Governor – Quality of Education and Learner Experience	Leads scrutiny of teaching, learning, and assessment quality; monitors learner outcomes and feedback.
Governor – Safeguarding, Prevent, and Learner Wellbeing	Ensures statutory compliance; receives safeguarding reports; monitors welfare, equality, and inclusivity.
Governor – Financial Oversight and Funding Assurance	Provides scrutiny of budgets, ESFA compliance, subcontracting, and funding audits.
Governor – Performance Monitoring and Compliance	Reviews KPI dashboards, audits, and Ofsted readiness.
Governor – Stakeholder Engagement and Partnerships	Leads employer and community engagement, learner voice, and partnership strategy.
Governor – Risk and Ethical Governance (may be combined)	Oversees risk register, whistleblowing, conflicts of interest, and ethical standards.

Governance Operations

Meetings and Frequency

- Quarterly full board meetings with formal agendas, minutes, and action tracking.

Policy Owner: Managing Director

Stage of Approval: Approved

Date of Review: January 2026

- Termly sub-group or portfolio meetings (as required).
- Annual Strategic Review and Planning Day to assess performance, impact, and strategy alignment.

Decision-Making

- The Chair holds a casting vote where required.
- Quorum: 50% of voting members.
- Minutes will be stored centrally and reviewed during internal audits and Ofsted inspections.

Reporting

- Managing Director submits:
 - Quality Report
 - Safeguarding Report
 - Financial Report
 - Risk and Compliance Report
- Reports will feed into a Board Dashboard, aligned to KPIs and Ofsted judgement areas.

Alignment with Ofsted Requirements

The governance structure will explicitly map to Ofsted's EIF:

Ofsted Focus Area	Governance Oversight Mechanism
Leadership and Management	Board sets strategic intent, monitors vision and leadership capacity.
Quality of Education	Governor oversight of curriculum design, delivery, and learner progress data.
Behaviour and Attitudes	Safeguarding Governor monitors learner conduct, attendance, wellbeing.
Personal Development	Learner Representative reports on enrichment, careers, and pastoral support.
Safeguarding	Termly Safeguarding and Prevent reports; governor-led audits; DSL attendance at board.

Implementation Plan

Phase	Timeline	Key Actions
Phase 1: Design (Q4 2025)	Oct–Dec 2025	Finalise Terms of Reference, recruit governors, define role descriptions, develop induction materials.
Phase 2: Establish (Q1 2026)	Jan–Mar 2026	Hold inaugural meeting, approve governance handbook, establish reporting templates and dashboard.
Phase 3: Embed (Q2–Q4 2026)	Apr–Dec 2026	Conduct first cycle of meetings, review KPIs, and complete first governance self-assessment.
Phase 4: Review and Enhance (2027)	Jan–Jun 2027	Independent governance review, stakeholder survey, align board development with strategic growth.

Policy Owner: Managing Director

Stage of Approval: Approved

Date of Review: January 2026

Quality and Compliance Integration

- Governance linked to Quality Improvement Plan (QIP) and Self-Assessment Report (SAR).
- Board reviews curriculum intent and impact each quarter.
- Annual mock Ofsted inspection includes governor participation.
- Governors receive Ofsted training and ongoing CPD in safeguarding, Prevent, and funding assurance.

Risk and Ethical Governance

- A Risk Register will be reviewed quarterly and aligned to ESFA, Ofsted, and operational risks.
- The Ethical Governance Framework will include:
 - Code of Conduct
 - Conflict of Interest Policy
 - Whistleblowing Procedure
 - Equality and Diversity Charter

Evaluation and Continuous Improvement

- Annual Board Effectiveness Review against governance standards.
- Learner and employer feedback integrated into decision-making.
- External review every three years by an independent governance consultant.

Appendices

Governance handbook 2025 edition

Approved by: Kurt Salter

Position: Managing Director

Date: Jan 2026



Policy Owner: Managing Director

Stage of Approval: Approved

Date of Review: January 2026